Labour Office
Government of Bombay

Report

on an

Enquiry into Wages, Hours of Work and Conditions of Employment in the Retail Trade of some Towns of the Bombay Presidency

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INTRODUCTORY

The present enquiry has its origin in the decision of the Bombay Legislative Council to circulate for opinion Mr. R. R. Bakhale's bill to prohibit the employment of children and to limit the hours of work of young persons in shops and to provide for their early closing. This bill was introduced into the Legislative Council during the July 1935 session and the Government of Bombay while not opposing first reading were of opinion that it was essential to be in possession of definite information relating to the conditions of work and wages of shop employees before they could formulate any views on the subject. Government therefore instructed the Commissioner of Labour to conduct an enquiry for the information of Government and the Legislative Council.

A preliminary examination showed that very little information on the subject was available even on such obvious matters as the total number of retail shops in Bombay City. Discussions with municipal officers and representatives of trade associations soon made it obvious that an enquiry into the conditions of work and wages of shop assistants, if it were to yield useful and reliable results, would have to be elaborate and comprehensive. A field investigation was essential and Government sanctioned additional investigational and clerical staff for the purpose. It has been the experience of the Labour Office that women investigators meet with better success than male investigators in straightforward enquiries conducted by the "interview" method. Accordingly, therefore, a temporary lady investigator was engaged, giving, with the permanent investigators of the Labour Office, a staff of four women to whom the field work in connection with this enquiry was entrusted. It was felt, however, that it was not proper to ask the women investigators to visit certain localities in Bombay City and also certain types of shops and a male investigator was appointed, specially to cover such places. An Assistant Commissioner of Labour was placed in charge of the enquiry.

When the enquiry was being planned, the estimate of the total number of shops in Bombay City which the Labour Office had received was about twenty thousand. In the time at its disposal and with the staff at its command, it was

impossible to cover all the shops in the city nor was it necessary to do so in view of the fact that experience shows that when dealing with large numbers a suitable statistical sample yields reliable results. The aim of the Labour Office, therefore, was to cover about two thousand shops in Bombay City or 10 per cent. of the total. Actually, as will be seen later on, the number of shops covered was very much larger. Accordingly, a schedule was drafted which is printed as Appendix A. The investigators in charge of the enquiry were asked first to take a rapid survey of the shopping localities in Bombay City. Thereafter, for the first few days, one main road was allotted to each of them and as experience was gathered, the investigations were extended to the interior of the city so as to get an idea of the conditions of work in all types of retail shops.

The period covered by the enquiry was about four months from the middle of August 1935 to the middle of December 1935.

Method of Enquiry.

The method followed for the enquiry was the sampling method and the sample taken was of one out of every five. The enquiry was conducted simultaneously in all the wards of the city by the different investigators. Care was taken to cover all the predominantly shopping areas as also as many of the side streets and by-lanes as possible in order to achieve a fair and representative sample of the conditions in Bombay shops.

The method followed in the collection of data for liquor shops was slightly different. Unlike other shops a detailed record of such shops was available in the office of the Commissioner of Excise. Through the courtesy of this officer and his subordinates arrangements were made for the Labour Office investigator to visit about 150 such shops. The selection of these shops was made in such a way as to give an accurate picture of the conditions prevailing in all of them. The reason for not covering all the liquor shops was that they are spread throughout the length and breadth of the city and the time at the disposal of the Labour Office would not have permitted of such a course. Even so, the sample taken in the case of liquor and toddy shops is very much larger than in the case of other retail shops.

The following table classifies the shops covered by the enquiry according to Municipal wards :—

Wards	Number of shops covered.
A	315
B	272
C	1,035
D	778
E	292
F	351
G	463
Total for all wards ..	3,506

An attempt was made to obtain from the Municipality an estimate of the total number of shops in the city. The Municipality did not possess this information but its officers were good enough to compile specially for the Labour Office a list of non-residential tenements so as to give a rough indication of the maximum number of shops in the city. When this had been compiled it was found that the estimate of 20,000 shops had been doubled. Such tenements, according to the Municipality, number about 40,000. As, however, some of these would be vacant and in some cases one shop may have rented more than one tenement the total number of shops in the city cannot exceed 40,000 and is probably considerably less. Thus, it will be seen that the sample achieved in the present enquiry is about 10 per cent. of the total.

The C and D wards are undoubtedly the most thickly crowded retail shop centres and naturally therefore a larger number of schedules was collected for these wards than the others.

Discussion of the Questionnaire.

The questionnaire contains 17 questions and a schedule for recording wages data. In drafting the questionnaire the object aimed at was to get as complete a picture as possible of the conditions of work and wages of shop assistants and to collect information on all such points as would be relevant to a proper consideration of Mr. Bakhale's Bill. Information regarding wages, though not strictly relevant to the present enquiry, was collected in order to ascertain whether there was for shop assistants, for the longer hours which they were reported to be working, any compensation in the form of higher wages or other amenities as compared to other types of workers. One of the questions in the questionnaire asked for

the shopowner's opinion about the Bill. When the question was drafted, the Labour Office was fully aware that the replies to it would not be very satisfactory for various reasons and the results show this. Of the 3,506 shops covered, in the case of 1,424 or 40·6 per cent. no reliable information could be obtained on this point from the shopowners. Only in 2,082 or 59·4 per cent. of the cases did the shopowners express themselves on the subject. A tabulation of the information received shows that of those who gave opinion on this point, 69·7 per cent. were in favour of the Bill either partially or wholly, 11·7 per cent. were opposed to it and 18·6 per cent. were indifferent. Much reliance cannot however be placed on these figures because it is too much to expect that the average shopkeeper would be in a position to express a considered opinion on such an important measure during the brief visit of an unknown investigator. The most marked unanimity in opposition came from the liquor and toddy trade.

Another question in the questionnaire on which the information received was not very satisfactory was about busy hours and days. Most of the shopkeepers could only furnish very vague and irrelevant answers to this question. As certain provisions in Mr. Bakhale's Bill do not apply to shops run either by the owners themselves or with the assistance of relatives residing with them, a question had to be put in the questionnaire asking for separate information for different categories of workers in each shop. In the schedule of wages the information collected did not always relate to single individuals as, for instance in the general wage census conducted by the Bombay Labour Office, but where two or more persons were in receipt of the same pay, they were shown together.

Enquiries in other Cities.

Sub-section (3) of section 1 of Mr. Bakhale's Bill says that the Bill shall come into operation in the first instance in Bombay, Karachi, Ahmedabad, Sholapur, Poona and Hubli. Owing to the impending separation of Sind from the Bombay Presidency, no enquiry into the conditions of work and wages in retail shops was conducted at Karachi. In recent years Ahmedabad has grown very considerably and its population in 1932 was 4,20,000. It was not possible owing to want of staff, to conduct an elaborate investigation in Ahmedabad City on the same lines as in Bombay ; but Mr. A. S. Iyengar,

Labour Officer at Ahmedabad, was asked to collect information by interviewing heads of trades associations and also by visiting shops of various types. Mr. Iyengar visited over a hundred shops and had numerous interviews with representatives of trades associations and certain types of workers as well. In order to ascertain the workers' point of view, Mr. Iyengar also attended a few meetings of the workers' union. The section dealing with Ahmedabad is based on the information supplied by him.

As regards Poona, Sholapur and Hubli, here again, owing to want of staff no elaborate investigation could be made. The Collectors for these three areas as also the Presidents of the municipalities were requested to supply the necessary information. Except in the case of Hubli, the other municipalities were not able to furnish the information. Two of the lady investigators of the Labour Office were therefore deputed to pay a brief visit to these centres after the completion of the enquiry in Bombay City. They visited a few shops belonging to each of the different categories and submitted their reports. The sections dealing with Poona, Sholapur and Hubli are based on the reports of these investigators supplemented to some extent by the information supplied by the Collectors and, in the case of Hubli, by the Hubli municipality.

CHAPTER I.

THE RETAIL TRADE AND ITS ORGANISATION.

Retail trade is defined in the *Encyclopædia of the Social Sciences* as "that phase of general commerce devoted to the distribution and sale of goods to ultimate consumers". It is probably one of the oldest forms of trade and perhaps the most widespread, and has, like other human activities, undergone many changes during the past few centuries.

Not only has the status of the shopkeeper altered but the character of the trade itself has undergone immense changes. The moving pedlar and the periodic fair gradually made room for the permanent retail shop which, in the West, reached the peak of its development in the eighteenth and the nineteenth centuries. The small speciality shop was essentially a product of these times and it continues to hold a predominant position in retail distribution throughout the world to the present day. Apart from this type of shop, however, there have been far-reaching developments in the organisation of the retail trade due to the emergence of large-scale retail trading in the form of departmental stores, mail order retail trade, the multiple store etc. None of these forms have, however, made much headway in this country although in recent years the retail trade of Bombay City has not remained unaffected by modern ideas and modern developments. Prominent among the changes in the retail trade of the city are the practice of supplying meals by Hindu restaurants, the combination of cloth and tailoring shops, the combination of grocery and provisions, and the emergence of the readymade clothes shop.

Number of shops covered.

The growth of retail trade in Bombay is also reflected in the large variety of shops to be found in the City. The 3,506 shops covered by the enquiry comprise such a large variety of different types of shops that unless they were combined into analogous groups, it would be impossible to draw deductions of any value. The shops covered by the enquiry have therefore been grouped under 17 different categories. The following table shows the number of shops in each of these categories together with the percentage they form of the total:

Type of Shop.	Number visited.	Percentage to total.
Grocery, Provisions, etc.	536	15·29
Cloth and Clothing	480	13·69
Restaurants	314	8·96
Bidis and Pansupari	282	8·04
Milk and Sweetmeats	182	5·19
Tailoring	180	5·13
Metals and Hardware	165	4·71
Liquor and Toddy etc.	156	4·45
Charcoal and Firewood	117	3·34
Vegetables and Fruit	103	2·94
Leather Goods	89	2·54
Gold and Silverware	80	2·28
Cycle, Motor spare parts, Electric wares etc. ..	74	2·11
Books and Stationery etc.	60	1·71
Laundries	57	1·62
Chemicals	48	1·37
Miscellaneous	583	16·63
Total ..	3,506	100·00

As the present enquiry did not cover every area in the city it cannot be definitely stated that the proportions between the different categories of shops *inter se* revealed by the above table are the proportions in which shops of different types are distributed in the city of Bombay. However, as most of the important shopping localities were covered by the enquiry and a uniform sampling method was adhered to throughout, it can safely be stated that the shops belonging to the first three or four categories in the table are the most numerous in Bombay. The miscellaneous group, which accounts for the largest number of shops, consists of over 60 different types of shops.

Categories of Shops.

Quite a fair proportion of shops in Bombay are "one-man" shops *i.e.*, they are owned and managed by the proprietor himself. In 13·78 per cent. of the cases covered by the enquiry that was found to be the case. In a large majority or 65·09 per cent. of the cases, the shops were run by owners and shop assistants, in 6·42 per cent. of the cases by owners, relatives and shop assistants and in 4·93 per cent. of the cases by owners and relatives only. The following table gives the details according to different categories of shop :—

Type of Shop.	Number of Shops run by				
	Owners only.	Owners and relatives only.	Owners, relatives and shop assistants.	Owners and shop assistants.	Other cases.
Grocery and Provision ..	82 (15·30)	40 (7·46)	29 (5·41)	364 (67·91)	21 (3·92)
Cloth and Clothing ..	60 (12·50)	12 (2·50)	20 (4·17)	360 (75·00)	28 (5·83)
Restaurants	8 (2·55)	3 (0·96)	37 (11·78)	229 (72·93)	37 (11·78)
Bidi and Pansupari ..	40 (14·19)	7 (2·48)	9 (3·19)	145 (51·42)	81 (28·72)
Milk and Sweetmeats ..	29 (15·94)	14 (7·69)	11 (6·04)	112 (61·54)	16 (8·79)
Tailoring	45 (25·00)	13 (7·22)	12 (6·67)	106 (58·89)	4 (2·22)
Metals and Hardware ..	24 (14·55)	12 (7·27)	8 (4·85)	112 (67·88)	9 (5·45)
Liquor, Toddy, etc. ..	1 (0·64)	.. ..	25 (16·03)	52 (33·33)	78 (50·00)
Charcoal and Firewood ..	6 (5·13)	3 (2·56)	4 (3·41)	89 (76·08)	15 (12·82)
Vegetables and Fruit ..	23 (22·33)	8 (7·77)	1 (0·97)	68 (66·02)	3 (2·91)
Leather Goods	18 (20·22)	7 (7·87)	2 (2·25)	61 (68·54)	1 (1·12)
Gold and Silver ware ..	7 (8·75)	5 (6·25)	7 (8·75)	58 (72·50)	3 (3·75)
Cycle, Motor Spare Parts, Electric ware etc. ..	8 (10·81)	4 (5·41)	10 (13·51)	49 (66·22)	3 (4·05)
Books and Stationery ..	8 (13·33)	7 (11·67)	6 (10·00)	38 (63·33)	1 (1·67)
Laundries	1 (1·75)	.. ..	8 (14·04)	43 (75·44)	5 (8·77)
Chemicals	7 (14·58)	1 (2·08)	5 (10·42)	31 (64·59)	4 (8·33)
Miscellaneous	116 (19·90)	37 (6·35)	31 (5·32)	365 (62·61)	34 (5·82)
Total ..	483 (13·78)	173 (4·93)	225 (6·42)	2,282 (65·09)	343 (9·78)

Figures in brackets are percentages.

An interesting point emerging from this table is the large variation in the percentage of " one-man " shops as between the different categories of shops. The two extremes may be noted here. In tailoring shops, in 25 per cent. of the cases the owners both own and manage the shop, while in the case of liquor and toddy shops the percentage of such shops was only 0·64. It requires but little capital to start a tailor's shop and many tailors when they start on their own account are content to start with no assistants except perhaps a relative. Excise license holders are in an entirely different category. Of the 156 liquor, toddy, ganja, bhang etc. shops covered, in only one case was it reported that the owner alone ran the shop. The explanation of this is that licensed shops require a good deal of capital and the trade is in comparatively few hands. Moreover, as business in liquor shops is usually restricted to two or three hours in the evening it becomes necessary for the owner to have assistants to deal with customers. A good many *pan* and *bidi* shops, restaurants and liquor shops were run by assistants only, a few liquor shops being run by relatives and assistants.

Personnel of Shops.

As table I in appendix B shows 15,008 persons were working in the 3,506 shops covered by the enquiry. Of these, 4,171 or 27·79 per cent. were owners or partners, 625 or 4·16 per cent. relatives and 10,212 or 68·05 per cent. shop assistants. The average number of persons per shop comes to 4·28 of whom 1·19 are owners or partners, 0·18 relatives and 2·91 paid assistants. The average number of persons per restaurant is the highest being 8·48, the category next in importance being chemists' shops which have 6·75 persons per shop. The lowest average is to be found in charcoal and firewood shops which have 2·36 persons per shop.

Of the 4,171 owners or partners, 58 were females of whom 25 were either owners or partners in *bidi* and *pansupari* shops. It is interesting to note that while in most of the categories of retail shops there is at least one owner or partner looking after the shop, in the case of some categories like *pan* and *bidi* shops and liquor, toddy, etc., shops the average distribution of owners per shop is less than one. An explanation of this is to be found in the character of the ownership in these categories. Many *bidi* shops are owned by women who leave the management of the shops entirely to their relatives or assistants. In many cases the Parsi owners of liquor and toddy shops similarly entrust the management of the shop entirely to their assistants.

In view of the proposed exclusion of shops run by the owner and his relatives, maintained by him and living with him, from certain provisions of the Bill, it is interesting to note the very small number

of relatives of all types employed in the shops covered by the enquiry. Only in 178 shops were relatives employed to the exclusion of other paid assistants, and not all of them live with the owner or are maintained by him. Of the 625 relatives employed, only eight were under 12 years of age, 72 were between 12 and 18 and the rest (545) over 18 years of age. Relatives are to be predominantly seen in provision shops and liquor and toddy shops although as compared to the total labour force in shops they form a small percentage.

As regards paid assistants, 9,128 or 89·39 per cent., were over 18 years of age. It will be seen that apart from *bidi* shops, which employ a large number of women as *bidi* makers, there are few females employed as assistants in the ordinary retail shops in Bombay. Contrary to general expectation, there appears to be very little employment of children under 12 in the retail trade of Bombay City only 90 or 0·88 per cent. of the paid assistants covered by the enquiry being children under 12. It must however be borne in mind that the figures are based on the information supplied by shopkeepers, supplemented by the personal observation of the investigators and not on any age records, and it is therefore quite possible that a larger number of children are actually employed than is shown by these figures. Children are employed mostly in restaurants.

The number of assistants between 12 and 18 years of age was 959 or 9·39 per cent. of the total. Over 60 per cent. of these are also to be found in restaurants. Liquor and other shops included in that category are prohibited from employing persons under 18 years of age under the Excise Regulations. Although no such prohibition exists in regard to the employment of persons under 18 years of age in the case of other categories, they seem to favour the employment of adult labour. The following tables give the classification of relatives and shop assistants by age groups :—

Classification of Relatives and Shop Assistants by Age Groups.

RESTAURANTS.

	Below 12.	12–18.	Over 18.	Total.
Relatives ..	....	7	59	66
		10·61	*89·39*	*100·00*
Paid assistants	74	611	1,562	2,247
	3·29	*27·19*	*69·52*	*100·00*

Classification of Relatives and Shop Assistants by Age Groups—contd.

SHOPS OTHER THAN RESTAURANTS.

——	Below 12.	12–18.	Over 18.	Age not stated.	Total.
Relatives	8	65	486	..	559
	1·43	*11·63*	*86·94*	..	*100·00*
Paid assistants	16	348	7,566	35	7,965
	0·20	*4·37*	*94·99*	*0·44*	*100·00*

ALL SHOPS.

——	Below 12.	12–18.	Over 18.	Age not stated.	Total.
Relatives ..	8	72	545	..	625
	1·28	*11·52*	*87·20*	..	*100·00*
Paid assistants ..	90	959	9,128	35	10,212
	0·88	*9·39*	*89·39*	*0·34*	*100·00*

A point of some interest which the above tables bring out is that while in restaurants there are comparatively few relatives between 12 and 18 as compared to paid assistants, in shops other than restaurants, the percentage of relatives in this age group is much higher than that of paid assistants.

SHOPS EMPLOYING ASSISTANTS.

While the table below suggests that the grocery and provision group is the most important from the point of view of the number of shops, a consideration of the various categories of shops according to the strength of numbers employed shows that restaurants are the most important, cloth and clothing coming next, with *bidi* and *pansupari* third, and grocery and provisions fourth. In fact, over one-fifth of the shop assistants covered by the enquiry are employed in restaurants, the average number per restaurant being 7·16. In the grocery and provision shops it is 1·66 only.

An analysis of shops employing assistants and not employing assistants shows that in 18·85 per cent. of the cases no assistants are employed while they are employed in 81·15 per cent. of the cases. Over 23 per cent. of the grocery and provision shops do not employ any paid assistants. Restaurants in which no paid assistants are employed are rare and the present enquiry revealed only 11 such cases. Liquor and toddy shops

almost invariably employ paid assistants and so do laundries. The details will be found in the following table :—

Number of Retail Shops employing and not employing Shop Assistants.

Type of shop.	Number of shops.			Percentage of shops.	
	Employing assistants.	Not employing assistants.	Total.	Employing assistants.	Not employing assistants.
Grocery and Provisions ..	412	124	536	76·87	23·13
Cloth and Clothing ..	408	72	480	85·00	15·00
Restaurants	303	11	314	96·50	3·50
Bidis and Pansupari ..	235	47	282	83·33	16·67
Milk and Sweetmeats ..	139	43	182	76·37	23·63
Tailoring	122	58	180	67·78	32·22
Metals and Hardware ..	129	36	165	78·18	21·82
Liquor, Toddy, etc. ..	155	1	156	99·36	0·64
Charcoal and firewood ..	108	9	117	92·30	7·70
Vegetables and Fruit ..	72	31	103	69·90	30·10
Leather Goods	64	25	89	71·91	28·09
Gold and Silver ware ..	67	13	80	83·75	16·25
Cycle, Motor Spare Parts, Electric Wares, etc. ..	62	12	74	83·78	16·22
Books and Stationery ..	44	16	60	73·33	26·67
Laundries	56	1	57	98·25	1·75
Chemicals	40	8	48	83·33	16·67
Miscellaneous ..	429	154	583	73·58	26·42
Total ..	2,845	661	3,506	81·15	18·85

Number of Assistants per Shop.

It has already been stated that the average number of paid assistants per shop is 2·91. As the table below will show, in over 68 per cent. of the cases the number of shop assistants employed varies from one to three. The principal categories to employ four or more assistants were restaurants (67·33 per cent.), chemists' shops (50 per cent.), bidi and pansupari shops (48·94 per cent.) and liquor shops (45·81 per cent.). In 137 shops or 4·82 per cent. of the total number of shops employing assistants, there were over 11 assistants per shop. Sixty-two or 20·46 per cent. of the restaurants employed over 11 assistants seven employing thirty or more assistants.

Frequency Table showing the number of Assistants in different types of Retail Shops.

Type of shop.	Number of shops having the following number of assistants.											
	1	2	3	4	5	6	7	8	9	10	11 and over.	Total.
Grocery and Provision	172	127	63	27	9	6	3	1	1	1	2	412
Cloth and Clothing	112	92	64	49	26	22	15	8	2	6	12	408
Restaurants	25	39	35	39	26	23	20	15	8	11	62	303
Bidis and Pansupari	49	52	19	19	26	27	16	10	5	4	8	235
Milk and Sweetmeats	45	34	19	8	10	7	5	2	1	1	7	139
Tailoring	30	27	17	19	2	10	2	4	2	2	7	122
Metals and Hardware	46	38	24	8	3	6	..	2	..	..	2	129
Liquor, Toddy, etc.	7	43	34	25	15	7	5	3	2	4	10	155
Charcoal and Firewood	79	22	3	2	..	1	..	..	1	..	..	108
Vegetables and Fruit	49	17	2	..	1	..	1	..	..	..	2	72
Leather Goods	19	19	10	7	2	2	3	..	1	1	..	64
Gold and Silver ware	17	20	17	6	2	1	1	..	..	2	1	67
Cycle, Motor Spare Parts, Electric Ware, etc.	10	20	10	6	2	3	2	4	1	..	4	62
Books and Stationery ..	19	8	8	2	1	2	..	..	2	..	2	44
Laundries	13	18	16	2	2	3	..	..	1	..	1	56
Chemicals	7	8	5	5	1	4	2	1	..	3	4	40
Miscellaneous	156	103	53	42	22	12	15	8	3	2	13	429
Total ..	855	687	399	266	150	136	90	58	30	37	137	2,845
Percentage to total ..	30·05	24·15	14·02	9·35	5·27	4·79	3·16	2·04	1·05	1·30	4·82	100·00

Communities of Shopowners and their Assistants.

Provision was made in the questionnaire for eliciting information regarding the community to which the shopowner and his assistants belonged. The information received on this point is of great interest and has been incorporated in tables II and III in appendix B. It shows that of the total number of shops, 53·28 per cent. were owned by Hindus, 9·18 per cent. by Jains, 17·94 per cent. by Muslims, 2·51 per cent. by Christians and 5·85 per cent. by Parsis and Iranis. In 11·15 per cent. of the cases, information was not available. The table shows that more than half of the retail trade of Bombay City is in the hands of Hindu shopkeepers, who are to be found owning almost every type of concern covered by the enquiry. The Jains, although they form only one per cent. of the total population of Bombay City, own nearly 42 per cent. of the grocery and provision shops. In the case of restaurants, side by side with the Hindus, the Iranis and the Muslims figure prominently, and so do the Christians to a certain extent in tailoring shops. The metal and hardware trade appears to be more in the hands of Muslims than Hindus, although here there is a certain degree of specialisation in that while the Hindus concentrate on the metal trade, the Muslims predominate in the cutlery and hardware trades. The liquor trade which consists of foreign and country liquor and toddy booths, ganja and bhang shops is in the hands more particularly of the Parsis although one-third of the shopowners are Hindus. Where the owner is a Hindu, it is mostly in the case of toddy, ganja and bhang shops. There are very few Hindu owners of foreign or country liquor shops. The Muslims seem to be well represented in both the charcoal and firewood trades and in the leather goods trade.

An analysis of the shop assistants also brings out certain interesting features. As table III in appendix B will show, 73·69 per cent. of the shop assistants are Hindus, 3·95 per cent. are Jains, 14·34 per cent. Muslims, 2·22 per cent. Parsis and Iranis, 4·45 per cent. Christians, and 0·07 per cent. others. The largest number of Hindu assistants are to be found in restaurants. In the shops covered by the enquiry there are over a thousand Hindu assistants in cloth and clothing shops, over two-thirds of whom are Gujaratis. The only category in which the Jain shop assistants are prominently to be found are grocery and provision shops. In restaurants covered by the enquiry over 400 Muslim assistants are employed, while in the cloth and clothing trade they are 218. There are only two categories of shops, namely, liquor and toddy and restaurants where Parsis and Iranis are seen to any considerable extent. Christians are prominently to be seen in tailoring and in refreshment rooms in the liquor and toddy group.

Table II in appendix B compared with table III shows that while only 53·28 per cent. of the Hindus are shopowners, 73·69 per cent. of them are shop assistants. In the case of Jains and Muslims the corresponding percentages are 9·18 and 3·95 and 17·94 and 14·34 respectively. In the case of Parsis, while 5·85 per cent. are owners, 2·22 per cent. are assistants, while in the case of Christains the percentage

of assistants is much larger than of owners, the percentages being 4·45 and 2·51 respectively. The following table which gives the percentages of ownership, employment and population according to communities may be of interest :—

Communities.	Percentage of		
	Population in Bombay City in 1931.	Owners of retail shops.	Assistants in retail shops.
Hindus	68·0	53·28	73·69
Muslims	18·0	17·94	14·34
Jains	1·0	9·18	3·95
Christians	7·0	2·51	4·45
Parsis and Iranis	5·0	5·85	2·22
Others	1·0	0·09	0·07
Imperfectly specified	....	11·15	1·28
Total ..	100·00	100·00	100·00

Recruitment.

In the absence of an accurate estimate of the total number of retail shops in Bombay City, it is difficult to arrive at an estimate of the total number of shop assistants employed in retail shops. Assuming that there are between 25,000 and 35,000 shops in the city, the number of shop assistants would be anywhere between 75,000 and 100,000.

The character of the labour force in retail shops is somewhat different from what it is in industrial establishments. For instance, while in the lower grades of work in industrial establishments the Jain, the Christian and the Parsi is almost conspicuous by his absence, that is not so in retail shops where the labour force is far more cosmopolitan in character. Besides this, in certain types of shops, particularly cloth and clothing, bars and refreshment rooms, jewellery shops, etc., the lower middle classes figure prominently among the salesmen.

A somewhat striking feature of employment in retail shops is that certain trades are run by shop assistants belonging to certain communities. For instance, in Hindu restaurants owned by Kanarese owners, the bulk of the assistants, excepting menials, hail from Kanara. In grain shops owned by Jains, the labour force mostly hails from Cutch. In the majority of cloth shops the owners are Gujarati Bhatias and the employees are in most cases Gujaratis. Tailoring shops which are managed by Hindus have sometimes a sprinkling of Christians, particularly in the capacity of cutters, but otherwise the assistants are mostly Hindus. In most categories of shops the cooly type of work is done by Hindus. In Hindu restaurants, among the waiters, there is to be found a certain proportion of high caste persons like Brahmins. Except in the case of Cutchi grain shops and the restaurants owned by *Saraswats*, the bulk of the labour force employed in shops is recruited locally.

Organisation.

The section dealing with Ahmedabad shows that retail trade in that city is highly organised and that with the exception of restaurants, almost every retail trade has its trade organisation or *Mahajan*. This is not the case, however, in Bombay where only a few trades such as clothing, hardware, chemists and grain dealers are organised to a certain extent. These organisations do not regulate the conditions of work or wages of their employees but are mainly concerned with disputes arising between their members and certain other matters such as the closure of shops on certain days. The membership of the Bombay Grain Dealers' Association is composed of grain dealers and of retailers in the grocery trade dealing in foodgrains. The membership is further divided into various local groups called *bazars* in different localities, each bazar having its own headman or *patel*. The function of these bazars is mainly to decide which shops should remain open on days of closure like the *Amavasya* day when only a few shops in the bazar are kept open for the convenience of the public. The Chemists' Association have a rule which requires that its members shall close their shops for half a day on every Sunday.

Since the publication of Mr. Bakhale's Bill there has come into existence an association of retailers called the *Nyayya Hakka Sanrakshak Sabha* which claims a membership of over 100 distributed over all the retail trades in the city. Similar other organisations have also sprung up presumably for the purpose of voicing the opinion of retail shopowners on the provisions of the Bill.

Shop assistants also who until very recently were unorganised have formed associations like the Bombay Shop Workers' Union, the Hair Cutting Saloon Employees' Union, etc. with the object of representing their grievances before the legislature and the public. The membership of these associations does not however appear to be very large.

CHAPTER II.

HOURS OF WORK.

The shop assistant, although regarded as a salaried employee and having something of the status of commercial employees, is, probably so far as the length of the working day is concerned, very much worse off than they are. The factory worker is definitely better off. Indeed, as the New Survey of London Life and Labour points out " the long hours associated with retail distribution go far to nullify the supposed advantages of higher status in many parents' eyes, as compared with life in factories of the better class ". These longer hours arise out of the nature of the shop assistant's occupation. The distinctive feature of retail trade is the distribution of goods and services to the ultimate consumer and the hours of work of the employees usually have to conform to what are supposed to be the needs and convenience of the general public. These may of course differ widely according to the shopping habits of the people and their industrial and social organisation. In Bombay, the difference between the hours of work of commercial employees and shop assistants is considerable, shop assistants having to work on an average 12·25 hours per day, excluding meal intervals, as against seven to eight hours, inclusive of the luncheon interval, put in by employees in offices and banks although longer hours are not uncommon in some commercial offices. Under the Factories Act, the maximum weekly hours of work are 54 per week—usually nine per day—for workers in perennial factories.

The hours of work of shop assistants in Bombay appear to compare unfavourably even with those of workers employed in unregulated factories in the city. According to an enquiry recently conducted by the Labour Office, the daily hours of work in nearly 80 per cent. of the 252 unregulated factories covered by the enquiry were less than 10. Nearly 80 per cent. of the 10,212 shop employees covered by this enquiry were, however, required to work 10 or more hours per day, over 1,300 having to work no fewer than 15 hours. Table IV in appendix B gives the frequencies of the hours of work for assistants in the various categories of shops covered by the enquiry. It will be seen from the table that there is a fairly even distribution in the four frequency groups between 9 to 10 hours and 12 to 13 hours, although the largest individual concentration is to be found in the group 11 to 12 hours. Numerous cases were, however, reported in which the hours of work were in excess of 13 per day. In some of these they were as many as 19. These long hours relate mostly to restaurants and the grocery, bidi, milk and vegetable shops. In spite of the longer hours in these concerns, however, in the case of about 55 per cent. of the assistants the daily hours of work amounted to less than 12, with the result that the average for all assistants comes to 12·25 hours, exclusive of intervals for meals. In no class of business were the average hours of work found to be less than 10. The following table shows the average daily hours of work of all

shop assistants and the predominant range of hours in retail trades exclusive of rest intervals :—

Type of shop.	Number of assistants.	Average daily hours of work.	Range of daily hours of work of great majority of assistants.
1. Grocery and Provisions	888	13·54	12 to 15
2. Cloth and Clothing	1,377	11·39	10 to 13
3. Restaurants	2,247	13·14	10 to 15
4. Bidi and Pansupari	1,009	14·47	9 to 16
5. Milk and Sweetmeats	472	13·75	11 to 16
6. Tailoring	494	10·40	9 to 11
7. Metals and Hardware	325	11·78	10 to 12
8. Liquor, Toddy, etc.	679	10·62	9 to 13
9. Charcoal and Firewood	155	12·13	11 to 14
10. Vegetables and Fruit	124	14·51	15 to 16
11. Leather Goods	177	11·29	11 to 13
12. Gold and Silver ware ..	190	11·10	9 to 12
13. Cycle, Motor spare parts, Electric ware, etc.	255	10·36	8 to 12
14. Books and Stationery	132	10·24	10 to 12
15. Laundries	154	11·40	10 to 13
16. Chemicals	247	10·68	8 to 12
17. Miscellaneous	1,287	11·45	9 to 12
All shops ..	10,212	12·25	9 to 13

Two facts emerge prominently from a study of this table. In the first place there is a wide disparity in the hours of work even in shops of the same class. Secondly, the hours of work in shops dealing in food-stuffs or similar articles are on the whole considerably longer than those worked in other shops.

The longer hours in food shops are explained by the fact that the goods they handle are of daily requirement and, in many cases, of a perishable nature. The longest average daily hours, namely 14·51, are worked in vegetable and fruit shops, over 54 per cent. of the employees having to work between 15 and 16 hours. The long hours in this trade are undoubtedly due to a large extent to its organisation. As is well known, Bombay receives her supply of vegetables and fruits from upcountry and the parcels received are generally delivered and unpacked very early in the morning. The assistants have not only to attend to the purchase or receipt of goods but thereafter to arrange to carry them to the shops and arrange them before the sales actually begin. The demand for vegetables is also generally confined to the early morning hours and evenings, when workers in offices and factories purchase their supplies either for that day or the next. During the day the assistants in these shops enjoy a considerable amount of leisure, although they have to be present in the shops to attend to any stray customer that may come along.

In the grocery and provision shops, which employ a large number of assistants, the range of daily hours of the great majority of assistants is 12 to 15, the average daily hours of work being 13·54. The comparatively longer hours in shops in this group are due mainly to two causes. In the first place, the articles they sell are of daily consumption and are often purchased daily by the poorer classes. Secondly, in the large majority of grain shops owned by the Cutchi community the owner and assistants live on the shop premises, the shop thereby automatically remaining open for business for long hours. In this connection it is important to note also that a considerable number of grain shop owners, especially in the working class localities, do business as money-lenders and this business often extends far into the night. During the day when there is little custom, the shop assistants are usually busy husking the grain and unloading the bags that may be received from the wholesale markets. Shop assistants in grain shops have a variety of duties to perform, including sometimes the purchase of goods in the market, delivery of goods to customers, the writing of account books, collection of bills and even occasionally cooking for the inmates of the shop including the owner where, as in Cutchi shops, they board and lodge together.

In the milk and sweetmeat shops the average daily hours of work of assistants are 13·75, the large majority of them having to work from 11 to 16 hours every day. The wide difference between the minimum and maximum hours of work in these shops is due to the combination of different types of shops included in this category. For instance, shops selling raw milk open early and also close early. Shops in which boiled milk and sweetmeats are sold are often kept open till late in the night. In recent years there have also come into prominence in Bombay City shops which sell flavoured milk and pure sweets with a view to providing the public with a substitute for tea and the cheap and unhygienic refreshments often served by the common restaurant. The hours of work in these shops are often as long as in the restaurants.

The great majority of assistants in restaurants, which employ the largest number of shop assistants, have to work between 10 and 15 hours per day, the average for all being 13·14. The hours during which restaurants may remain open are determined by the Bombay City Police Regulations which require any place of entertainment—which includes restaurants and eating houses—opening before 5-30 in the morning or kept open after 9-30 p.m. to obtain a special license from the police. The usual hour up to which they are allowed to remain open is 12-30 a.m., extension of closing time beyond that hour being granted only if the Commissioner is satisfied that they are for the convenience of people following their lawful avocations. Only thirteen such special licenses were granted in Bombay during the year 1935. So far as the length of the shop assistant's working day is concerned, the hours are longest in petty restaurants which are not in a position to employ many assistants and yet cannot afford to lose a customer whenever he may roll up. In some of the larger restaurants, where the " turn " or shift system obtains, the hours of work of assistants are shorter than in the smaller restaurants.

Taken as a whole, however, the percentage of shop assistants in restaurants working 15 hours or more per day is very much higher than in other types of shops, except *bidi* and *pansupari*, milk and sweetmeats and vegetables and fruit shops, being 22·1 per cent. of the total number employed in restaurants. Extreme instances of prolonged hours supplied by individual restaurants suggest that these may be as long as 18½ per day.

The resemblance, both as regards the range of daily hours of the great majority of assistants and the average hours of work, between restaurants and *pan-bidi* shops is not purely accidental. Except perhaps in the case of Irani restaurants, almost all restaurants have either attached to them or in close proximity a pan shop or a pan-bidi shop which draws its custom from those who visit the restaurant. For a little stall in front of the restaurant, very often fancy rents are paid to the keeper of the restaurant because the stall holder expects that almost every customer who has entered the restaurant will not leave it without patronizing him. Naturally, therefore, the hours of work of the restaurant determine the hours of work of the pan or pan-bidi shops. Bidi shops, like restaurants, are also subject to a license although in their case it is issued by the Excise Department. This license permits bidi shops to remain open between 4 a.m. and 1 o'clock at night, a range of 21 hours. Most of the shops, however, are usually open between 5 a.m. and 12-30 a.m., although there are a few cases in which they were reported to be open for longer hours.

Like the bidi shops, liquor and toddy shops and shops selling opium and other intoxicants require a license from the Excise Department. Under this license, the hours during which such shops can remain open are regulated and there is a penalty for an infringement of the regulations. The hours during which the various kinds of shops included in this category are permitted to remain open are as follows: In the case of refreshment rooms, 10–30 a.m. to 11 p.m.; in the case of "on" and "off" foreign liquor shops and country liquor shops, 10-30 a.m. to 9 p.m.; and in the case of toddy shops, tree-foot booths, ganja, bhang and opium shops, 6-30 a.m. to 9 p.m. A tabulation of the hours of work of shop assistants in these shops shows that the range of daily hours of work of the great majority of assistants is 9 to 13, the average hours of work being 10·62. The busiest hours in liquor and toddy shops are reported to be between 6 p.m. and 9 p.m. after the factories and mills in the city have closed.

The average daily hours of work of assistants in shops not dealing in foodstuffs or allied articles range between 10 and 11½, the only exception being hardware and firewood and charcoal shops. These latter, however, like food shops, deal in articles which are daily in demand and have to open early to satisfy the requirements of their customers. Except in very rare instances there are no shop assistants as such in these depôts, the workers employed being generally labourers. They are engaged in various occupations such as the chopping of wood, stacking and piling of wood and delivering wood and charcoal to customers. The range of daily hours of these workers is between 11 and 14, the average hours of work

being 12·13. The busy hours for such depôts are during the morning and in the afternoons.

Among the non-food groups, cloth and clothing is the most important from the point of view of the number of shop assistants employed. The hours worked in cloth and clothing shops bear out the observation made earlier that the hours are the longest in shops providing the daily necessaries of life while they are not so long in the case of shops which sell articles which are not either of daily use or of urgent necessity. The range of daily hours of work of a large majority of assistants, forming nearly 80 per cent. of the total number employed in this class of business, is 10 to 13 hours, the average being 11·39. Actually in the case of no fewer than 576 or 41·8 per cent. the hours are between 11 and 12. Cloth and clothing shops, excluding those situated in the Moolji Jetha Market, have a busy time from 8 to 10 in the morning and again from 5 to 8 or 8-30 in the evening, these being ordinarily the hours when most people are free to devote themselves to shopping. In the Moolji Jetha Market, where the customers are mainly either local merchants or up-country clients, the afternoons are more busy than either the mornings or evenings.

Chemists' shops do not open till after 7 o'clock in the morning and generally close much before 10 p.m. except in the case of those which remain open all night. With the exception of cycle and motor spare parts shops, chemists' and druggists' shops have perhaps the lowest minimum in the range of daily hours which is from 8 to 12. The average hours of work of shop assistants in chemists' and druggists' shops is 10·68.

In view of the small numbers they employ the other groups of shops, except perhaps tailoring, do not call for comment. Surprisingly enough, hours in the tailoring trade which in England, before legislation, was regarded as the worst example of a sweated industry, provides in Bombay an example at the other end of the scale. The range of daily hours is only 9 to 11 and is comparatively lower than in many other categories of shops considered. The fact that the hours of work are comparatively low does not, however, necessarily mean that assistants in these shops have the least amount of work to do. Quite the contrary. In tailoring shops, there is a steady flow of work throughout the day, which may be the reason why the hours of work of shop assistants in these establishments are lower than those prevailing in other types of shops.

Of the categories included in the miscellaneous group, the only class of business that requires special mention is hair dressing saloons. A large majority of these open at 7 a.m. but instances are not wanting of saloons opening as early as 5-30 in the morning. The usual closing hour is between 9 and 10 p.m. The averge daily hours of work of assistants in these saloons are 12·90, but the assistants are more or less free from about 10 a.m. on week days and 12 or 12-30 on Sundays and holidays to about 4 or 5 o'clock in the afternoon. The morning hours are usually

the busiest, when assistants have to attend to customers almost without a break.

Hours of Opening and Closing.

From the foregoing discussion it is clear that the deciding factor in regard to hours of work of shop assistants is primarily the hour at which shops open and close. Even here, however, there is a complete absence of any regulation by trade organisations, the matter being left entirely to the choice of the individual shop-keepers. The result is that the same diversity of practice as is found in regard to hours of work is noticeable as regards the opening and closing hours of shops in the same trade throughout the city. It would appear, however, that the various classes of business do, as a rule, tend to adjust their hours of opening and closing according to the localities in which they are situated, the needs of the public they serve and the nature of the demand for their goods. Thus, while food and pan and bidi shops are generally open by 7 o'clock in the morning, a large majority of shops dealing in cloth and other goods not in daily demand or of urgent necessity open between 8 and 9 a.m.

Tables V and VI in appendix B give the hours of opening and closing of the different types of shops covered by the enquiry. A study of the first table will show that 61·46 per cent. of the shops open before 8 o'clock in the morning. This early opening of a large majority of shops, especially in the food group, is due to the early rising habits of Indians fostered by climate, religion, customs and the organisation of the daily routine. By 9 a.m. or shortly after that hour 95 per cent. of the shops are open, the majority of shops opening between 6 and 9 a.m. It is interesting to note in this connection that a similar investigation made in the City of London showed that while out of 405 shops covered by the enquiry only 2·3 per cent. opened after 9 a.m. the most common opening hour there was between 8 and 9 a.m.

A study of the individual categories of shops shows that although a few milk shops are the first to open, it is the vegetable and fruit shops that open before 5 a.m. in large numbers. As has been explained before, this is due to several reasons, the principal one being the necessity of receiving supplies coming from up-country. This also explains partly the very early opening of shops in the milk trade. In the case of this trade, however, it is also due to the necessity of delivering milk early in the morning to customers, especially restaurants which open usually between 5-30 and 6 a.m. Bidi shops are permitted to open after 4 a.m., but for reasons already explained pan and bidi shops tend to follow the hours of restaurants in their vicinity and open mostly between 5 and 7 in the morning.

Nearly 60 per cent. of the grocery and provision shops open between 6 and 7 a.m., during which hour 38·46 per cent. of the shops included in the liquor group are also opened. As has been already pointed out these latter are toddy shops, tree-foot booths and ganja, bhang and opium shops. Nearly half of the charcoal and firewood shops open between 6 and 7 a.m. and the other half between 7 and 8 a.m. The

important categories of shops which open between 8 and 9 a.m. are cloth and clothing, tailoring, metals and hardware, leather goods, jewellery, cycle and motor spare parts, and books and stationery shops and chemists' and druggists' stores. Sixty per cent. of the cloth shops open during this hour and very nearly the same percentage of tailoring and hardware shops. Few shops open after 9 a.m., a large proportion of these being liquor shops opening at 10-30 a.m. according to the excise rules. Others to open very late, that is, between 9 a.m. and 12 noon are a few cloth shops, slightly over 22 per cent. of shops dealing in leather goods, 17 per cent. of jewellery shops, 40 per cent. of cycle and motor spare parts shops and a little over 18 per cent. of chemists' and druggists' stores. The enquiry showed that there were a few instances in which opening of the shop was delayed as late in the evening as 5 p.m. Such cases were, however, extremely few and need not be considered here.

As regards the hour of closing there is almost an equal concentration between the hours of 8 and 9 p.m. and 9 and 10 p.m., over 57 per cent., of the shops closing between 8 and 10 p.m. It is interesting to note that while only 328 or 9·36 per cent. of the shops were reported to close before 8 p.m. in Bombay, nearly 96 per cent. of the 405 shops in the City of London covered by the enquiry referred to before were closed by 8 o'clock in the evening.

Of the 1,040 shops that close between 9 and 10 p.m., actually over 75 per cent. close at the hour of nine or very shortly after that. Thus in actual practice nearly 60 per cent. of the total shops in the city close at or about 9 p.m. Of the 1,166 shops or 33·26 per cent. of the total which remain open after 10 p.m., 498 or 14·20 per cent., are restaurants and *pan* and *bidi* shops. Quite a large proportion of shops falling in the food group such as grocery shops, milk and sweetmeat shops also remain open after 10 p.m. It may be noted here that while it is possible that in the case of restaurants, *pan* and *bidi* shops, and sweetmeat shops a good amount of business is transacted after 10 p.m., it is doubtful whether in the grain and grocery shops which remain open after 10 p.m. much business is done after 9 or 9-30 p.m. They are kept open probably because in the majority of grain shops the owners and their assistants stay on the shop premises.

The great majority of shops are kept open from the hour of opening till the time they close in the evening, there being very few shops which close completely even for an hour or two in the afternoon when the business is usually slack. The following table gives, for each of the categories covered by the enquiry, the average number of hours for which shops remain open during the day. To facilitate comparison the average of the number of hours worked by the assistants in each case has been added to the table :

Hours during which shops remain open and shop assistants are on duty.

Type of shop.	Average number of hours during which shops are open.			Average number of hours of work of assistants.
	All shops.	Shops without assistants.	Shops with assistants.	
1. Grocery and Provisions ..	15·01	14·98	15·02	13·54
2. Cloth and Clothing ..	12·77	12·82	12·76	11·39
3. Restaurants	17·15	15·32	17·22	13·14
4. *Bidi* and *Pansupari* ..	17·72	16·78	17·89	14·47
5. Milk and Sweetmeats ..	16·54	16·07	16·69	13·75
6. Tailoring	12·59	13·02	12·39	10·40
7. Metals and Hardware ..	13·09	12·74	13·19	11·78
8. Liquor, Toddy, etc. ..	12·33	10·50	12·34	10·62
9. Charcoal and Firewood ..	13·31	12·65	13·37	12·13
10. Vegetables and Fruit ..	15·15	13·94	15·67	14·51
11. Leather Goods ..	12·66	12·83	12·60	11·29
12. Gold and Silverware ..	12·76	12·81	12·75	11·10
13. Cycle, Motor spare parts, Electricware, etc.	12·11	13·35	11·87	10·36
14. Books and Stationery ..	12·24	13·31	11·84	10·24
15. Laundries	12·84	13·50	12·83	11·40
16. Chemicals	13·24	12·94	13·30	10·68
17. Miscellaneous ..	13·17	13·34	13·12	11·45
All shops ..	14·22	13·96	14·28	12·25

The figures given in the above table have already been discussed in the preceding paragraphs. One point of special interest which emerges from it may, however, be noted here. It will be seen that more shops employing assistants keep open longer than shops which do not employ them. For instance, while restaurants employing assistants keep open on an average for 17·22 hours those not employing them are open for only 15·32 hours. Similarly, the corresponding figures for liquor and toddy shops and vegetable and fruit shops are 12·34 and 10·50 and 15·67 and 13·94, respectively.

Intervals.

Table VII in appendix B contains details regarding intervals granted to shop assistants in various categories of shops. Information as regards intervals was supplied only by about two-thirds of the shops covered by the enquiry, the remaining being either unwilling or unable to supply any reliable information on the subject. This is understandable in view of the fact that discipline in shops is comparatively much less rigorous than in factories and the figures given in the table should be read after making due allowance for this factor.

The intervals here dealt with are not so much rest intervals as the time allowed to assistants to take their meals. In cases where shop assistants are housed and fed or only fed by the employer, the question of a regular meal interval of course does not arise, the assistants taking their meals by turns. In this connection it is important to remember that unlike factories there is no particular time earmarked for the meal interval in the majority of shops, the assistants being allowed to go by turns according to convenience. Speaking generally, however, the assistants are allowed to go for meals any time between 11 and 1 o'clock in the case of the majority of shops in the city.

A meal interval of over one hour is almost universal in the Bombay retail shops, only 3 per cent. reporting that its duration was less than one hour. An interval of between one and two hours seems to be the most common. There is, however, a large proportion of shops granting an interval of between two and three hours, there being 656 such cases or 18·71 per cent. of the total. In 5·85 per cent. of the shops, the duration of the interval was between three and four hours, while in 2·62 per cent. it was over four hours.

Among the important categories of shops an interval longer than three hours is to be found in the *pan* and *bidi* shops. This is presumably due to the "turn" system which prevails in such shops. This system also obtains in some of the larger restaurants and this consideration coupled with that of long hours of work probably accounts for the fact that in over 38 per cent. of the cases, the interval was of more than two hours' duration. Of the grocery and provision shops covered by the enquiry, 64·36 per cent. reported an interval of between one to three hours. In the cloth and clothing shops, an interval of between one and two hours seems to be the most usual. Shops opening after 10 or 11 o'clock in the morning do not necessarily give an interval. This is especially so in the case of many of the liquor shops which are prohibited from closing in the afternoons under the license rules. The busy hours in these shops, however, do not start till 6 o'clock in the evening and assistants are allowed to absent themselves in the afternoons on week days to attend to their private work when required.

Apart from these breaks for meals assistants in shops do not get any other intervals. They have to take their tea in the shops where they order it from the neighbouring restaurants. In some cases it is provided by the owner himself. But to say that there are no intervals apart from those given for meals does not necessarily mean that shop assistants are busy throughout their working hours. As will be seen from the section that follows, retail shops of all types have certain slack periods when assistants have little or nothing to do. These periods have not, however, been treated as intervals because during these hours assistants have to be in the shop and are at the disposal of the employer.

Busy Time.

During the course of the enquiry an attempt was made to ascertain the hours during which shops in the various categories are kept specially

busy. In spite of persistent enquiries, however, the majority of shopkeepers could not furnish any reliable information on this point. From the information received and from personal observation it would, however, appear that the busy hours in the case of most of the shops are in the mornings and evenings, except perhaps for shops in the Null Bazar and Mandvi areas. These are big wholesale and retail shops which are busy practically throughout the day.

Grain and provision shops are busy from 7 to 10 in the morning and 5 to 8 or 8–30 in the evening. In the case of cloth shops, the busy hours are from 8 to 10 in the morning and 5 to 8 or 8–30 in the evening, the latter hours being more busy than the former. In the Moolji Jetha Market, however, which deals mainly with brokers or merchants, shops remain busy throughout the day and especially between 12 noon and 5 p.m. Hardware shops also seem to keep busy throughout the day, except for about an hour during the luncheon interval. The busy hours for restaurants are mornings up to about 11 or 11–30 a.m., especially in those restaurants which provide meals to customers at cheap rates, from one to three in the afternoon and again after 5 p.m. The reason why restaurants have three busy periods instead of two is that school and college students, office employees and factory workers patronise them during the mid-day interval thus making that period a busy one for them. As against restaurants, liquor shops appear to have only one busy period and that is between 6 and 9 in the evenings.

As regards busy days, enquiries made show that all days are not equally busy during the week or month for all shops. The first week or fortnight in the month and Sundays and holidays are busier than other days. In the mill area, it is the pay day and the following two or three days. In addition, certain classes of business have especially busy seasons. Diwali, for example, is a busy period for all types of shops, but more especially for cloth and sweetmeat shops and stationers selling Indian account books. Christmas is busy for fruit, wine and provision shops, and for shops selling toys and presentation articles and Christmas cards. It is understood that restaurants and eating houses in Muhammadan localities are particularly busy in the evenings during Ramzan.

Days of Closure.

One of the questions in the schedule asked for information regarding the days of closure of shops during the week or the month. Although an answer to the question was a simple one, a very large proportion of shopkeepers failed to supply the information, very probably because the answer was that the shop was never closed.

Sunday is not recognised as a regular weekly rest day in the Bombay bazars and if there is one day more than another which is recognised as such, especially in the Hindu localities, it is the *Amavasya* or the New Moon Day. This day is observed as a holiday not so much from the point of view of a rest day as because of the apprehension that it is an inauspicious day for making transactions. In spite of this, however,

it was found that only a small proportion of the total shopkeepers in Bombay kept their shops either entirely or partially closed on that day and even in some of the shops which observed it as a closing day, assistants were required to attend for some time although the work was probably lighter than on other days. *Amavasya* as a day of closure is mostly in evidence in the grocery and provision, gold and silverware and cloth and clothing shops.

In the grain "Bazars," there obtains a particularly interesting practice regarding closure on *Amavasya* and other days. Only a certain number of shops in the bazar are allowed to remain open on these days for the convenience of the public and they are required to pay an amount decided upon at an auction on the previous day by way of charity. The bazars also remain closed on the occasion of the death of members if the relations of the latter agree to pay a certain amount towards the charity fund of the bazar.

Chemists and druggists, hardware and motor accessories shops as also some booksellers and stationers observe Sunday as a half holiday. Some Muslim shops are closed for half a day on Fridays.

Apart from the above salient features it is almost impossible to generalise as regards the days of closure in Bombay shops because of the bewildering variety of practice in this respect. Under the excise rules, liquor shops are not permitted to remain closed except on the Holi and Muharram holidays. Restaurants and *pan* and *bidi* and milk shops do not observe any holiday during the year. The general practice in the case of some of the other categories seems to be for each community to keep the shops closed on some of its religious festival days. The practice of closing shops on alternate Saturdays or Sundays for half a day or full day is also to be found in some cases, especially in Christian localities.

As has been pointed out already, generalisation is impossible, but it may not be incorrect to say that the bulk of the shops in Bombay City have no regular rest day either in the week or the month.

Leave.

Of the 2,845 shops employing assistants 442 were reported to be granting leave with pay to their assistants and 1,105 leave without pay, while in 1,298 cases there was no system of granting leave. Where leave is granted its duration is one month or less.

CHAPTER III.

THE WAGE POSITION.

A discussion of the wages earned by shop assistants is not entirely germane to the present enquiry; but as higher wages are often regarded as compensation for longer hours, it was felt necessary to enquire into the wage position as well. The limitations of the information obtained should, however, be understood. The data was obtained in all cases from shopkeepers and there was little or no opportunity for verifying the figures supplied by them either from their records or from the assistants themselves. To minimise errors, the investigators in charge of the enquiry were instructed not to accept any figures which appeared doubtful, and due care was exercised by them to ascertain the real position as far as possible. In spite of these precautions, however, there was a likelihood of a few errors creeping in owing to a tendency on the part of some shopkeepers to give the wage data in round figures. Thus, a shopkeeper actually paying Rs. 8 or 9 to his assistant would often say that he was paying Rs. 10. Such cases were, however, not numerous enough to vitiate the results of the enquiry and within these limitations they can be regarded as fairly accurate.

Methods and Periods of Wage Payment.

The diversity of practice between shop and shop and trade and trade, which is such a prominent feature of the working hours in retail distribution in Bombay City is also to be found to some extent in the methods of wage payment. Thus while some shop-owners engage their assistants on a daily basis others engage theirs on a monthly or yearly basis. As in the case of factories, however, the monthly system of wage payment is the most prevalent in the retail shops in Bombay City, as will be seen from the following table :—

Periods of Wage Payment.

Type of Shop.	No. of shops reporting the following periods of wage payment.				
	Daily.	Monthly.	Yearly.	Others.*	Total.
1. Grocery and Provision.	12	194	210	14	430
2. Cloth and Clothing ..	9	365	21	11	406
3. Restaurants ..	9	288	..	6	303
4. Bidi and Pansupari ..	20	130	4	61	215
5. Milk and Sweetmeats ..	4	120	5	....	129
6. Tailoring ..	22	81	..	7	110
7. Metals and Hardware ..	7	104	19	..	130

*Includes combinations of wage periods given in Columns 2 to 4 but excludes 483 shops run by owners and 189 cases in which satisfactory information was not available.

Periods of Wage Payment.

Type of Shop.	No. of shops reporting the following periods of wage payment.				
	Daily.	Monthly.	Yearly.	Others.*	Total.
8. Liquor, Toddy, etc. ..	..	153	..	2	155
9. Charcoal and Firewood	19	81	..	4	104
10. Vegetables and Fruit..	33	41	1	..	75
11. Leather Goods ..	14	46	..	1	61
12. Gold and Silverware ..	3	51	7	5	66
13. Cycle, Motor Spare Parts, Electric Ware, etc.	1	62	..	1	64
14. Books and Stationery..	1	45	..	1	47
15. Laundries ..	4	49	..	1	54
16. Chemicals ..	1	39	..	..	40
17. Miscellaneous ..	58	328	37	22	445
Total ..	217	2,177	304	136	2,834
Percentage to Total ..	7·66	76·82	10·72	4·80	100·00

It will be observed that the system of monthly payment predominates in almost every category of shop covered by the enquiry with the exception of grocery and provision shops in which it is to be found in nearly 49 per cent. of the cases. On the other hand, there is a complete absence of this system in several classes of retail trade, with the result that although there are more shops paying yearly than there are paying daily the number of assistants so paid is smaller.

In 136 or 4·80 per cent. of the cases a combination of these systems was reported—the *bidi* and *pansupari* shops accounting for the largest number—the system of payment varying with the kind of employment.

A necessary feature of the yearly system of payment is the practice of granting advances to assistants against their wages before the completion of the period. The following table shows the number of assistants in the various categories according as they are paid monthly, daily or yearly.

*Includes combinations of wage periods given in Columns 2 to 4 but excludes 483 shops run by owners and 189 cases in which satisfactory information was not available.

Periods of Wage Payment.

Type of Shop.	Number of Assistants who are paid			
	Monthly.	Daily.	Yearly.	Total.
Grocery and Provision ..	409	19	371	799
Cloth and Clothing ..	1,149	78	27	1,254
Restaurants ..	2,037	61	1	2,099
Bidi and Pansupari ..	755	213	6	974
Milk and Sweetmeats ..	417	6	5	428
Tailoring	375	61	....	436
Metals and Hardware ..	262	8	35	305
Liquor, Toddy, etc. ..	643	4	....	647
Charcoal and Firewood ..	112	43	....	155
Vegetables and Fruit ..	68	35	2	105
Leather Goods ..	149	19	....	168
Gold and Silverware ..	145	3	11	159
Cycle, Motor Spare parts, Electric ware, etc.	230	1	....	231
Books and Stationery ..	116	4	....	120
Laundries	143	11	....	154
Chemicals	210	2	....	212
Miscellaneous ..	936	147	54	1,137
Total ..	8,156	715	512	9,383*
Percentage to total ..	86·92	7·62	5·46	100·00

It will be seen that nearly 87 per cent. of the assistants are paid on a monthly basis, 7·62 per cent. on a daily basis and 5·46 per cent. on a yearly basis. In the grocery and provision shops nearly half the assistants are on the yearly system of payment. These are mostly employed in the grain shops owned by *Cutchis*. The presence of a comparatively large number of daily rated employees in the *bidi* and *pansupari* shops is explained by the fact that *bidi*-makers are usually paid on a daily basis, while in the *pansupari* shops persons are employed on daily rates of pay for cutting betel nut or *supari* into fine slices. In the charcoal and firewood group, nearly 72 per cent. of the assistants were returned as monthly rated. Those paid daily are mostly coolies employed in chopping and piling wood and delivering it. In the tailoring shops, 61 persons were returned as daily rated men. During rush periods it is not unusual for tailoring shops to employ temporary assistants on daily wages, although speaking generally most persons employed in the tailoring trade are on a monthly basis of pay.

Another feature of the retail trade is that, contrary to the practice in factories, wages in shops are paid both in cash and in kind—in kind in the sense that many assistants are provided with either board and

*This number excludes 119 cases in which assistants did not receive any pay and also 710 cases for which no information was available.

lodging or board or lodging only in addition to cash wages. A consideration of the wage position of shop assistants, therefore, requires a further analysis according as the assistants get a money wage only or are also given board and/or lodging. The following table classifies the systems of wage payment separately for assistants getting wages only and assistants who are housed and fed or housed or fed by the employer.

Periods of Wage Payment.

Type of Shop.	Assistants getting wages only.			Assistants getting wages Boarding and/or Lodging.			Total.
	Monthly.	Daily.	Yearly.	Monthly.	Daily.	Yearly.	
Grocery and Provision ..	315	19	2	94	..	369	799
Cloth and Clothing ..	1,087	78	..	62	..	27	1,254
Restaurants ..	324	5	..	1,713	56	1	2,099
Bidis and Pansupari ..	506	211	2	249	2	4	974
Milk and Sweetmeats ..	145	6	..	272	..	5	428
Tailoring ..	351	60	..	24	1	..	436
Metals and Hardware ..	219	3	..	43	5	35	305
Liquor, Toddy, etc. ..	566	3	..	77	1	..	647
Charcoal and Firewood ..	70	35	..	42	8	..	155
Vegetables and Fruit ..	65	35	..	3	..	2	105
Leather Goods ..	125	18	..	24	1	..	168
Gold and Silverware ..	131	3	1	14	..	10	159
Cycle, Motor Spare-parts, Electric ware, etc.	219	1	..	11	..	..	231
Books and Stationery ..	111	4	..	5	..	..	120
Laundries ..	134	11	..	9	..	..	154
Chemicals ..	201	2	..	9	..	..	212
Miscellaneous ..	817	132	2	119	15	52	1,137
Total ..	5,386	626	7	2,770	89	505	9,383
Percentage to Total ..	57·40	6·67	0·08	29·52	0·95	5·38	100·00

It is perhaps not generally realised to what extent shop assistants in Bombay are housed or fed by their employers. The enquiry showed that 1,138 shops employing over one-third of the shop assistants covered by the enquiry provided board and lodging to their employees. The four main categories which contribute mainly to this result are the following: (*i*) restaurants; (*ii*) grocery and provision shops; (*iii*) milk and sweetmeat shops; and (*iv*) *bidi* and *pansupari* shops. Of the 2,099 shop assistants in restaurants for whom information was available, no fewer than 1,770 or 84·3 per cent. were reported to be provided with board and lodging or board or lodging by the employer. As may be expected the assistants get their food in the restaurant, but the employer does not always provide lodging on the shop premises. He sometimes rents a room in the vicinity of the restaurant and it is used as a sort of dormitory for the employees. In the case of grocery and provision shops,

nearly 58 per cent. of the assistants receive both board and lodging or either board or lodging in addition to their pay. Unlike restaurants, in the case of grain shops included in this group, the assistants usually board and lodge with the employer on the shop premises. The large number of assistants in milk shops "living in" is ascribed to the fact that a considerable proportion of the shops selling raw milk are owned by U. P. *bhayyas* whose assistants also hail from the same province and owner and assistant prefer to live and eat together. Moreover these shops open early and close late. The large number of persons in *bidi* and *pansupari* shops living on shop premises is not so easy to explain, although here again the very early opening hour of the *bidi* shops is probably an important factor.

A striking fact which emerges from the table is the close relation which exists between the yearly system of payment and the provision of board and lodging to the employees. Out of the 512 assistants who were paid on an annual basis, 505 or 98·6 per cent. were given board and lodging in addition to cash remuneration. It is interesting to note in this connection that the practice of providing board and lodging to yearly paid employees in part payment for service was common in England at one time. As the New Survey of London Life and Labour observes, "Formerly, where the living-in system obtained, remuneration was on a yearly basis in addition to free board and lodging".

In contrast to the yearly-paid assistants very few of those on a daily basis are provided with board and lodging. In the monthly group the percentages of assistants getting money wages only and those getting board and lodging or board or lodging are 66 and 34 respectively of the total number of assistants in the group.

Earnings.

The existence of the system of paying wages either daily, monthly or yearly and of providing board and lodging in part payment for service makes it extremely difficult to arrive at any general average of the earnings of shop assistants in Bombay City. No attempt has therefore been made to work out such a figure; but tables have been prepared showing the frequencies of the wages of shop assistants. These tables (Tables VIII, IX and X in appendix B) contain information separately for the various categories of shops covered by the enquiry according to the period of wage payment. Column 1 which gives the cash earnings of shop assistants includes regular allowances such as are given in some shops for out-of-pocket expenses. For instance, the practice of paying an anna or two per day for tea or *pansupari* or *bidi* exists to some extent in restaurants, milk and sweetmeat shops and some other categories of shops in the city and these allowances have been included in the figures in column 1. Where, however, such allowances were given in kind, such as the serving of tea or the supply of *pan* or *bidi*, they have been excluded owing to the difficulty of evaluating them correctly. It will be seen from the tables that wage figures have been given separately for each category

of shop according as assistants get a money wage only or a money wage plus certain perquisites such as board, lodging, etc. As some assistants are given either board or lodging only, they have also been shown separately to indicate the real wage position in retail distribution.

An examination of the wage position of shop assistants in receipt of an annual salary is a comparatively easy matter, because with the exception of a few assistants they are housed and fed by the employer. Table X in Appendix B shows that over half of the assistants are in receipt of an annual salary exceeding Rs. 200. There were no fewer than six cases in which the salary was reported to be Rs. 375 and over, the highest salary recorded being Rs. 600 in one case. The number of assistants getting less than Rs. 100 is very small, being only 7·04 per cent. of the total. The percentage of those getting between Rs. 100 and Rs. 150 was 16·69 and of those getting between Rs. 150 and Rs. 200, 21·87. These figures when reduced to a monthly basis and read in the light of the consideration that the wages paid are in addition to board and lodging would appear to compare well with wages in many other trades and industries.

A noticeable feature of the table is the concentration in alternate frequency groups beginning with multiples of 50. Shopkeepers, however, are not the only persons to show such partiality for round numbers, because as the Actuary's report of the 1931 Census points out the age returns reveal certain very noticeable likes and dislikes so far as figures are concerned, 0 and 5 being the hottest favourites. At the same time it may also be possible to explain these concentrations in this case by the prevailing practice of fixing the annual salary in multiples of 10 rather than in odd numbers.

In the grain shops which form the major portion of shops paying their assistants annually, the largest number of cases are in the alternate frequency groups Rs. 150—175, Rs. 200—225, Rs. 250—275 and Rs. 300—325, those getting Rs. 200—225 forming the largest single group. In a few cases assistants were reported to be getting as much as Rs. 400 and over per year. Of the assistants in the miscellaneous group engaged yearly, most are Jains employed in the *Sarafi* shops and their conditions of employment are more or less similar to those of assistants in grain shops.

Of the daily paid workers, Table IX in Appendix B shows that 332 or 46·44 per cent. earn between eight annas and Re. 1 per day, nearly 11 per cent. getting less than eight annas daily. Cases were however reported of assistants earning as much as Rs. 4 per day. This wide difference in the earnings of assistants in this group is explained by its composition. At one end are odd job men working probably as temporary hands or substitutes, coolies, boys in restaurants or workers in *pan* and *bidi* shops, and at the other highly skilled workers employed as tailors in cloth and clothing and tailoring shops or carpenters in furniture, upholstery and similar shops. In between these two groups come the *bidi* makers in *bidi* shops and the average tailor in the tailoring shop. The majority of assistants in *bidi* shops which report the largest

individual number of assistants on a daily wage are bidi makers and they are generally paid a money wage only. The assistants in cloth shops are paid higher money wages than those in restaurants ; but it must be remembered that the cash wages in the latter case are generally supplemented by board and lodging. Indeed, of the daily paid employees, restaurant assistants are the only ones to get board and lodging on a large scale in part payment for service.

The total number of shop assistants who were reported to be in receipt of a monthly wage was 8,156. Of these, 5,386 were paid a money wage only, while the remaining 2,770 received in addition either boarding and lodging or board or lodging. In order to arrive at a correct appraisal of the wage position of shop assistants in receipt of a monthly wage, it is necessary, therefore, to analyse separately the wages of those who get money wages only and of those who get other perquisites in addition.

As will be seen from the table that follows of those in receipt of a money wage only, 536 or less than 10 per cent. of the total get a monthly wage of under Rs. 15. The two categories of shops which account for a large number of such employees are assistants in restaurants and in pan and bidi shops. Over 66 per cent. of the assistants are in receipt of a monthly wage of between Rs. 15 and Rs. 45. The categories of shops in which such assistants are to be found in considerable number are the cloth shops, tailoring establishments and liquor, gold and silverware and cycle and motor spare parts shops. In the remaining 1,251 cases the monthly wage reported was between Rs. 45 and Rs. 65 or over. Here again the figures show that those in receipt of a monthly wage of Rs. 55 and over are prominently to be found in cloth shops, tailoring shops, liquor shops and cycle and motor spare parts shops. No fewer than 95 shop assistants in cloth shops were reported to be getting a wage of Rs. 65 and over, the number of such assistants in liquor shops being 52 and 40 in cycle shops.

In shops which provide board and lodging or boarding or lodging, wages are comparatively much less than in shops which do not have that system. Thus, while in shops not providing boarding and lodging less than 10 per cent. of the assistants get a monthly wage of under Rs. 15, in shops providing boarding and lodging the percentage is 55·27. Again, while in shops not providing boarding and lodging the percentage of employees in receipt of a wage of between Rs. 15 and Rs. 45 was over 66, in shops providing boarding and lodging the number of cases was 1,180 or 42·59 per cent. In the latter type of shops only in 59 or 2·14 per cent. of cases was the pay reported to be higher than Rs. 45, the corresponding figure for shops not supplying boarding and lodging being nearly 23 per cent. The following table briefly summarises the position as regards the wages of shop assistants

who get money wages only and of those who get boarding and lodging in addition to cash wages :

Monthly earnings.	Assistants getting		
	Wages only.	Wages, boarding and/or lodging.	Total.
Below Rs. 5	22	149	171
Rs. 5—Rs. 10	173	757	930
„ 10— „ 15	341	625	966
„ 15— „ 20	692	506	1,198
„ 20— „ 25	716	263	979
„ 25— „ 30	664	193	857
„ 30— „ 35	736	129	865
„ 35— „ 45	791	89	880
„ 45— „ 55	566	32	598
„ 55— „ 65	282	8	290
„ 65 and over	403	19	422
Total ..	5,386	2,770	8,156

The table reveals a direct correlation between wages and the provision of boarding and lodging. It will be seen that the system is more common among the lower-paid employees, the number of such cases diminishing as cash wages increase. It is however difficult to say which of the two is the cause and which the effect ; whether low wages are due to the provision of board and lodging or boarding and lodging are provided because of low wages. The analogy of domestic servants would appear to suggest that where the employee is housed and fed by the employer, the wages paid are about two-thirds of what he would get otherwise.

The above discussion shows that the wage system in retail shops in Bombay City is somewhat complicated. Owing to the diversity in the period of wage payment and the existence of the living-in system in certain categories of shops it is difficult to get a clear picture of the wage position in the retail trade of the City. It may however be possible to obtain a fair idea of the wage position from a separate consideration of some of the important categories of shops.

Restaurants.

From the point of view of the employment of shop assistants, restaurants are the most important, as they account for 22 per cent. of the total number of assistants covered by the enquiry. The average daily hours of work in restaurants are 13·14. The monthly system of wage payment is almost universal in this class of business and the living-in system more common than in any other category of shops, with, perhaps, the exception of grain shops. Work in restaurants, except for those who sit at the counter or work in the kitchen, is ordinary unskilled work. It is however difficult to compare the remuneration of assistants in restaurants with other unskilled workers in factories and workshops because, as has been already stated, the wages paid to

assistants are partly in cash and partly in kind and partly because the hours of work in restaurants are considerably longer than those in factories. If assistants in restaurants in receipt of a money wage only are considered it is seen that a very considerable proportion of them earn less than Rs. 15 per month, nearly one-third of the total being in the wage group Rs. 5—10. No generalisation is however possible on the basis of these figures for two reasons. First, the majority of new recruits to restaurants are young boys, and secondly, the figures relate only to a fraction of the total number of assistants in restaurants.

Cloth and Clothing.

Of the 1,377 assistants in cloth and clothing shops covered by the enquiry, 1,149 were in receipt of a monthly pay. The average daily hours of work in cloth shops are 11·39. Unlike restaurants, cloth and clothing shops seldom provide board and lodging to their assistants, who are generally literate and belong to the lower middle class of society. As the summary table at the end of this section will show, there are very few shop assistants getting a salary of less than Rs. 15, 31 per cent. get between Rs. 15 to 30, while nearly 65 per cent. receive Rs. 30 or over per month. As a matter of fact, among the retail shops in Bombay City, the cloth and clothing shops appear to pay the best wages.

Bidi and Pansupari Shops.

Although a large majority of assistants in bidi shops are in receipt of monthly wages, a fairly large number is on daily rates of wages. A few assistants in these shops live on the premises, probably because of the early opening hours of these shops, but in very few cases is board provided. The average daily hours of work of assistants are 14·47. The summary table at the end of this section shows that in more than half the number of cases the wages were below Rs. 20 per month.

Grocery and Provisions.

Grocery and provision shops, as has been already stated, show great variety so far as the conditions of work and wages are concerned. While the living-in system obtains to a considerable degree in grain shops, it is almost non-existent in grocery shops. The periods of wage payment also differ, the year being almost universal in grain shops and the month in grocery shops. It is therefore very difficult to generalise about the conditions of work and wages in the group " Grocery and Provisions ". It would not, however, be incorrect to say that so far as those who are paid a monthly cash wage are concerned the range appears to lie within the wage groups Rs. 15 to 45, an extremely small number getting less than Rs. 15 per month.

Liquor and Toddy, etc.

The monthly system of wage payment on a cash basis is almost universal in liquor, toddy and other shops included in this group. The

average daily hours of work are 10·62. As the table at the end of this section will show nearly 50 per cent. of the assistants in these shops are in receipt of a wage exceeding Rs. 30 per month, no less than 52 or 9·2 per cent. getting Rs. 65 or more. Salesmanship in a liquor or toddy shop does not require any high degree of skill or intelligence; but presumably the reason why assistants in these shops receive high wages is that the supply of labour is somewhat restricted owing to the assistants being mostly drawn from one community, namely the Bhandari community. Moreover in quite a number of shops the management is left by the owners entirely in the hands of assistants who are therefore paid higher wages to secure the right type.

The following table contains information regarding the cash wages of assistants on a monthly basis of pay in certain selected categories of shops :—

Type of Shop.	Number of Assistants in receipt of wages				
	Below Rs. 5.	Rs. 5–10.	Rs. 10–15.	Rs. 15–20.	Rs. 20–25.
Cloth and Clothing ..	1	15	28	83	131
Liquor, Toddy, etc. ..	..	5	24	66	117
Bidis and Pansupari..	1	1	86	176	104
Tailoring ..	..	8	12	18	21
Restaurants ..	13	100	69	41	37
Grocery and Provision.	2	1	8	49	56
Total ..	17	130	227	433	466

Type of Shop.	Number of Assistants in receipt of wages—*contd.*						
	Rs. 25–30.	Rs. 30–35.	Rs. 35–45.	Rs. 45–55.	Rs. 55–65.	Rs. 65 and over.	Total.
Cloth and Clothing ..	123	148	215	180	68	95	1,087
Liquor, Toddy, etc. ..	78	84	60	53	27	52	566
Bidis and Pansupari.	83	44	8	2	..	1	506
Tailoring ..	23	49	84	59	58	19	351
Restaurants ..	28	11	8	9	4	4	324
Grocery and Provision	54	55	54	12	8	16	315
Total ..	389	391	429	315	165	187	3,149

The difficulties of comparing wages of shop assistants with those of workmen in factories and workshops have already been enumerated.

A table has, however, been compiled and printed as table XI in appendix B showing the monthly earnings of certain types of industrial workers in Bombay City. Owing to the differences in the nature of the occupations these figures are not strictly comparable with those for shop assistants and may be taken for what they are worth.

Allowances and Bonuses

There is no regular system of paying either allowances or bonuses in the retail trade of Bombay City. That is not to say, however, that no allowances or bonuses are given. The present enquiry shows that about one-tenth of the assistants get small allowances in cash or in kind in the form of a tea or a *bidi* or *pansupari* allowance, while 522 assistants were reported to be receiving an annual Diwali cash bonus ranging in value from Rs. 2 to Rs. 15. There being greater personal contact between masters and men in retail shops as compared to factories, the grant of an allowance or promotion depends to a large extent on the personal factor.

In some categories of shops, particularly restaurants serving English food, and in refreshment bars serving alcoholic drinks, shop assistants often get tips from the customers. It is of course impossible to say what they amount to.

CHAPTER IV.

Ahmedabad.

The enquiry at Ahmedabad was not conducted by the schedule method as no staff was available for this purpose. Conditions in Ahmedabad were, for various reasons, more favourable for a non-schedule enquiry than in Bombay and the Labour Officer there who made the enquiry was able to collect a mass of information which is summarised in the following pages. The facts and figures given there are based upon published statistics and those obtained from the trade associations, as well as by personal enquiries from shop-keepers and shop-assistants.

It is estimated that the number of retail shops in Ahmedabad is in the neighbourhood of eight thousand. In the absence of any other source of information, the above estimate is based on the housing and population census taken by the Ahmedabad Municipality in 1932. Restaurants, which number about 2,000, form the largest single category of shops in Ahmedabad. Next to them come *pan* and *bidi* shops (1,300), grain and grocers' shops (900), cloth shops (800), hair-dressing saloons (300), and vegetable stalls (200). These together with boot and shoe shops, meat shops and gold and silver shops account for about 75 per cent. of the retail shops in Ahmedabad. Tailoring establishments and milk, sweetmeat, charcoal and firewood, hardware, stationery, cutlery and oil shops are among those which constitute the remaining 25 per cent.

Table XII in Appendix B summarises the position as regards the conditions of work and wages of shop assistants in Ahmedabad.

Number of Shop Assistants.

It is estimated by the *Gumasta Hitwardhak Sabha of Ahmedabad* that the number of shop assistants including those working in restaurants is about twenty thousand. Owing to the civil disobedience movement, the 1931 population census could not be carried out in Ahmedabad and it is therefore difficult to estimate the actual number of shop assistants. The 1921 figures are, however, helpful in this direction. That census showed that 20·5 per cent. of the population of Ahmedabad lived by trade. Excluding bankers, brokers and transport workers, the percentage of those living by trade comes to 17·2 of the population. According to the population census of Ahmedabad taken by the Ahmedabad Municipality in the year 1932 the population in that year was 420,000. Assuming that the population living by trade had maintained the same proportion as before, 72,000 persons including workers and dependants would be living by trade at present. The proportion between workers and dependants amongst traders was as 100 to 170 in 1921. If the same proportion holds good today, the number of workers and dependants will be 27,000 and 45,000 respectively. Of these 27,000, one thousand may be taken as wholesale dealers and their assistants. Of the remaining

26,000, about 10,000 would be owners, partners, etc. Thus the number of shop assistants would be about 16,000.

Of the total number of shop assistants about 2,000 were reported as being below the age of 12 and about the same number between 12 and 18. Nearly 1,500 out of the 2,000 children under 12 are employed in restaurants, the rest being in the clothing, *pan* and *bidi*, grocery and footwear shops. Young persons between 12 and 18 are mostly employed in cloth shops, grain shops, *pan-bidi* shops and restaurants.

The practice of employing relatives as shop assistants is not very common in Ahmedabad and it is estimated that the number of relatives working in this capacity is not likely to exceed one thousand.

Hours of Work.

In the absence of a shift system the length of the working day naturally depends on the hour of opening and closing of the shop. Where, therefore, as in the case of restaurants, the opening hour is early in the morning and the closing hour late at night, the daily hours of work of shop assistants are long, varying in Ahmedabad City from 12 to 16 per day. In the case of hair cutting saloons of which there are 300 in Ahmedabad, employing about 700 assistants, the daily hours of work vary from 14 to 16. The hours of work in vegetable shops are reported to be between 14 and 15 although the workers in such shops are of the labourer rather than the shop assistant type. It is possible also that during the afternoon the employees in such shops have little or no work to do. In cutlery shops the hours of work are from 13 to 14 per day and in footwear shops from 12 to 13 per day.

Next to restaurants the most important category is *pan* and *bidi* shops. In these, the hours of work vary between nine and 12 per day with an interval varying from one to four hours. Although some *pan* and *bidi* shops open from 5 a.m. to 1 a.m. the assistants are not on duty all that time. There is some sort of turn system and the actual hours of work do not ordinarily exceed 12.

Apart from restaurants and *pan* and *bidi* shops the three other important categories are clothing, grocery and food grains. From the point of view of the employment of shop assistants, clothing is the most important group as it is reported to be employing nearly 4,000 assistants. In two of the principal cloth markets of Ahmedabad the hours of work are ordinarily between nine and ten. The hours of work usually are from 8 to 11 a.m. and 12-30 p.m. to 8 p.m. or from 10 a.m. to 8 p.m. Sometimes during the busy season the assistants are asked to come back to the shop after their evening meals. It is reported that for about five months in the year shop assistants in cloth shops have to work at night from 8-30 p.m. to midnight in addition to their work during the day.

In the case of grocery and chemists' and druggists' shops the daily hours of work are from 10 to 11. In the other trades including foodgrains the daily hours of work do not exceed 9 to 10.

Intervals.

The intervals given in retail shops are not so much rest intervals as intervals for meals. The time allowed for this purpose differs in the various trades and varies from half an hour to two and a half hours. The smallest interval is to be found in hair cutting saloons. In the cloth shops, the assistants are granted from one to two hours off. In the restaurants and hotels, the assistants take the meal interval by turns. In stationery shops an interval of two to two and a half hours is allowed for the afternoon meal. In shops dealing in motor accessories, the interval for shop assistants is one hour, while for the coolies in charge of petrol pumps it is two and a half hours. Assistants in chemists' and druggists' shops are given much longer intervals.

Days of Closing.

In Ahmedabad some retail shops appear to remain closed much more often than in Bombay. The days of closing, however, differ from trade to trade. They are locally known as *pakies*, and fall mostly on the New Moon Day, the eight Jain feasting days (*Pachushan*) and 15 important Hindu and Muslim festivals such as Uttarayan, Dassera, Bakri-Id, Ramzan-Id, etc.. The death of a prominent person often causes the closure of certain bazars. For instance, when a member of a trade association dies, the bazar is closed on payment of a certain sum to the association's charity fund. The rules of the associations also provide for the closure of a bazar on the death of an outsider, the condition being the payment of a much higher sum to the charity fund than in the case of the death of a member of the association. Throughout the year there are about 40 days of closure although in certain trades such as the brassware trades these may be more. Ordinarily the cloth shops are closed for 33 days in the year and the grain shops for almost the same number. Some bazars are however open throughout the year. Restaurants and hotels, grocery shops, butchers' shops and cutlery shops also remain open throughout the year.

It may be pointed out that the closure of the bazar does not necessarily mean a holiday for the shop assistants. When the bazar is closed, it is closed for sales only. The shop assistants often have to be on duty although work during days of closure may not be very strenuous.

Holidays with Pay.

Except in shops dealing in motor accessories, shop assistants do not get any regular holidays with pay. Motor accessories shops, however, grant a half holiday on Sundays and some important public holidays. In some liquor shops the assistants are given two full holidays in a month whenever asked for.

Leave.

Except in the case of chemists and druggists, who allow their assistants one month's leave every year, there is no system of granting leave in the

other categories of retail shops in Ahmedabad. The privilege of a month's leave with pay granted by the chemists and druggists is really in the nature of a bonus because if a person does not wish to avail himself of the leave, he is entitled to an additional month's pay. In other classes of shops, the granting of leave depends on the goodwill of the employer and the leave granted is generally leave without pay. In some of the grocery shops, assistants with long service can take seven days' leave at a time up to a maximum of two weeks in a year.

Wages.

Speaking generally, shop assistants in Ahmedabad are paid on the basis of an annual salary except in the case of shops run on modern lines. In clothing shops, in which about four thousand shop assistants are employed, there are four or five different categories of assistants. First of all, there are the apprentices who receive no pay at all during their period of apprenticeship. Next come the general assistants, the range of whose annual income varies from Rs. 50 to Rs. 200. The next category, which accounts for nearly half the total, is of junior salesmen, bill collectors, etc., and the range of their pay is between Rs. 200 and Rs. 500 per annum. About 30 per cent. of the total shop assistants are salesmen in the real sense of the word and the range of their pay varies from Rs. 500 to Rs. 1,200 per annum. Accountants and superior salesmen, who form about 10 per cent. of the total, receive an annual pay varying from Rs. 1,200 to Rs. 2,500. Some accountants rise as high as Rs. 3,000 per year and also get a share in the profits. Taking the clothing trade as a whole, it would not be incorrect to say that in the case of the bulk of the employees, the monthly wages vary from Rs. 20 to Rs. 50, the minimum being Rs. 4 and the maximum over Rs. 200.

The majority of assistants in restaurants and hotels are above 12 years of age and earn between Rs. 3 and Rs. 12 per month. Boys under 12 who number about 1,500 get between Re. 1 and Rs. 3 per month. In addition to their salary, assistants in restaurants are sometimes paid a commission on the sales they effect. The payment is not always made every month and very often the amount due to the assistants is credited to their account and paid at the time when they go to their native places.

Assistants in *pan* and *bidi* shops ordinarily earn between Rs. 10 and Rs. 20 per month.

The starting pay in foodgrain shops is often as low as Rs. 2 the reason being that the *ghanchies* send their sons to such shops for learning the trade with a view to starting their own business later on. Generally, however, the assistants are started on Rs. 5 per month and they rise up to Rs. 30 per month. In grocery shops, the minimum pay is Rs. 10 and the maximum Rs. 40.

Apart from clothing establishments in which there are considerable chances of promotion to a higher limit of Rs. 200 or Rs. 300 per month, liquor shops, jewellery shops, cutlery and timber shops offer chances of promotion up to Rs. 100 per month to really first class men.

Assistants in the meat and vegetable markets are more like labourers than shop assistants and are paid daily wages. The workers in the meat market get from six annas to Re. 1 per day, while the daily earnings of those in the vegetable market amount to eight to twelve annas. The latter, in addition, get a breakfast allowance of two annas per day.

A comparative study of the wages paid in the different types of shops shows that wages are lowest in restaurants and eating houses. It should be remembered, however, that in almost all eating houses and in some restaurants, boarding and lodging is provided in addition to the wages paid. The low starting pay in the grain shops is, as has already been pointed out, due to the fact that the assistants are mostly apprentices wanting to learn the trade. Speaking generally, therefore, in the majority of shops (excluding restaurants) the starting pay is from about Rs. 15 to Rs. 20 rising to between Rs. 30 and Rs. 60.

Boarding and Lodging.

The system of providing boarding and lodging for assistants is more common in eating houses and restaurants than in any other type of shop although even in the former the system is by no means universal. In the case of eating houses, boarding and lodging are provided as a matter of course but in the case of small restaurants the assistants are expected to go home for their meals.

In cloth shops owned by non-Gujarathis such as Sindhis, Memons, Punjabis and Marwaris, the assistants board and lodge with the owners. In cases in which boarding and lodging facilities are provided, the wages are about Rs. 100 less per year than when they are not provided.

Relatives working in shops do not always live with the owners.

Allowances.

There are no regular allowances attached to the wages of shop assistants in Ahmedabad, although the practice of providing certain perquisites prevails. For instance, certain cloth, *pan-bidi* and jewellery shops serve tea to their assistants and the vegetable stall assistants get a daily breakfast allowance of two annas. Assistants serving in restaurants get a cigarette (*bidi*) allowance of one pice per day and in one case this allowance was reported to be as high as four annas per day.

Overtime.

It is reported that in addition to long hours of work while the shop is open considerable overtime is put in by shop assistants in Ahmedabad. So far as cloth shops are concerned, stock-taking takes place every New Moon Day when in some of the bigger shops work has to be carried on till the early hours of the morning. During the busy season, which is reported to last for about four to five months in the year, there is considerable overtime. No regular payment

is made for overtime as such, although for workers working late at night some refreshments are served and they are allowed to come to work a little later the next day. In certain categories of shops, the opening of newly received parcels, etc., also involves some overtime for the assistants.

Bonus.

There is no bonus system in any of the Ahmedabad shops although assistants of exceptional ability are sometimes given a share in the profits at the end of the year or a rise in their pay if the year has been a good one. Occasionally a Diwali present of a few rupees is also given.

Organisation Among Shop Owners.

Gujarat has been noted for its trade guilds and caste associations from times immemorial. As originally constituted, these guilds bore a striking resemblance to the trade guilds of medieval Europe except perhaps in this, that in Gujarat the caste rather than the occupation was the most potent unifying factor. The object of these guilds, as the Imperial Gazetteer points out, was the regulation of competition amongst the members by prescribing the days and hours during which work should not be done. The decisions of the guilds were enforced by fines and if the offender refused to pay he was ex-communicated. If the guild contained men of different castes, it used its influence with other guilds to prevent the recalcitrant member from getting work. New entrants to any trade were made to pay a heavy fee and the income of the guilds was spent on feasts or on charity.

The essential framework of the old guild still remains and almost every important section of the retail trade in Ahmedabad is closely knit in a Mahajan or association. There are 19 such associations at present in Ahmedabad. Some of them are regular trade associations, with a constitution. The Mahajan decides upon the days of closure and deals with matters relating to the trade, etc. A considerable portion of the income of the Mahajan is earmarked for charity.

Organisation among Shop Assistants.

Organisation among shop assistants in Ahmedabad is of very recent origin although during the years 1925 to 1929 there was a small union of assistants working in gold and silver shops. After the first reading of Mr. Bakhale's Bill in the Legislative Council, the *Gumastha Hitwardhak Sabha* came into existence in Ahmedabad. It consists of about two to three hundred members, a large proportion of whom are employees of a local cloth market.

Summary.

The following conclusions may be stated :—

1. There are about 8,000 shops in Ahmedabad. Of these, 2,000 are hotels and 1,300 *pan-bidi* shops.

2. The organisation of the trade has not improved on modern lines. Multiple firms and co-operative and departmental stores are entirely absent. The private owner employing assistants, the independent trader running the small shop with the help of his own family and partnership firms are common. Single owner shops with assistants form about 60 per cent. of the total. "Family shops" are estimated to constitute about 25 per cent. and partnership firms about 15 per cent. of the total number of shops. Limited liability companies are rare.

3. There is no mechanization whatever in the shops. Every single operation is done by hand by assistants as they used to do in the last century. No automatic machines are in use.

4. The number of shop assistants is estimated to be 16,000. Of these 6,000 are in hotels, 4,000 in cloth shops and 1,000 in *pan-bidi* shops.

5. The assistants in hotels are drawn from the labouring classes and those in cloth shops from the lower middle class.

6. The only training which shop assistants get is working in the shop. For the period of apprenticeship which ranges from two to six months no wages are paid.

7. About 2,000 assistants are below the age of 12. Of these 1,500 are found in hotels. Two thousand more are about twelve but below eighteen.

8. No women are engaged as paid assistants. In the case of grain, milk and ghee shops run by Ghanchis their womenfolk also work in the shops. In the vegetable market Waghri women are found selling vegetables.

9. The number of relatives working as paid assistants is not more than 1,000.

10. The opening hour ranges from 5 a.m. in hotels, meat and *pan-bidi* shops to 8-30 a.m. in cloth and other shops.

11. The closing hour ranges from 7-30 p.m. in grain shops to 2-30 a.m. in hotels.

12. The total number of hours of work is as high as 16 in hotels and hair-cutting saloons. It is not less than 9 to 10 hours anywhere.

13. Friday, the market day and Sunday or mill holiday are busy days. Busy hours are different for different shops.

14. The interval for the mid-day meal ranges from half an hour to two and a half hours.

15. Many shops e.g., hotels and *pan-bidi* shops never close throughout the year. Cloth shops close for about forty days in a year. On these days sales only are forbidden. Assistants have to work on those days also.

16. In the majority of cases no holidays are granted. Where they are granted for four or five big festival days the assistants get pay.

17. The granting of leave without pay is common. Leave with pay for any reason depends on the pleasure of owner. Chemists and druggists grant one month's leave with pay in a year.

18. Wages are mostly fixed on an annual basis and advances are granted every month.

19. The pay is not fixed on a graded scale and the prospects of promotion entirely depend on the ability of the assistant and the pleasure of the owner.

20. The majority of assistants earn below Rs. 20 per month.

21. Boarding and lodging arrangements are found in the case of many hotel servants and a few assistants in cloth shops.

22. No payment is made for overtime beyond one or two cups of tea.

23. No special bonus is paid beyond the bonus of a few rupees at the time of Divali.

CHAPTER V.

OTHER CENTRES.

Poona.

According to the 1931 census the population of Poona City was 179,577, the population of the Cantonment being 35,807. Poona City is divided into 18 wards locally known as *peths*.

Information is not available as regards the total number of retail shops in Poona City. It is also difficult to make an estimate as a number of shops are both wholesale and retail. The conditions of work and wages in the main categories of shops in Poona may be considered here.

Cloth and Clothing.

These shops are owned by Deccanis, Gujaratis and Jains. In the majority of the shops paid assistants are employed. The opening hour is 8 a.m. in winter and 7 a.m. or 7-30 a.m. in summer. The closing hour is generally 9 p.m. Most of the labour employed in such shops is adult labour over 18 years of age. The busy hours are between 8-30 a.m. and 12 noon and 3 p.m. and 8 p.m. During the busy season (the marriage season) the employees have to work late at night but no overtime pay or allowance is paid. A half holiday is granted on every *Amavasya* day. Wages are paid monthly and vary from Rs. 10 to Rs. 50 per month. The employees get leave with pay for 15 days to about a month in the year.

Tailoring.

This is an important category of shops in Poona and it is estimated that there are about 550 tailoring shops in the City. The owners are Punjabis, Deccanis, Gujaratis, Muhammadans and Goanese Christians. The shops open between 7 a.m. and 8 a.m. and close at 9 p.m. Including a rest interval of two hours, the assistants have to work for about 12 hours a day. Shops owned by Hindus are closed on every *Amavasya* day. There is no child labour in tailoring shops and the bulk of the employees are over 16 years of age. The workers in tailoring shops are generally on piece work and they are paid half the amount charged to customers. Their daily wages come to between annas 8 and Rs. 1-12-0 per day. Those employed on a monthly basis receive from Rs. 18 to Rs. 50 per month.

Restaurants.

These remain open from 5 a.m. to 1 a.m. and in some cases the closing hour is a little later being 1-30 a.m. Generally work is done by turns or in shifts and the employees have to work from 10 to 14 hours per day. There is a rest interval of two to three hours per day. All the assistants

get free board and lodging. Wages of assistants vary from Rs. 2 to Rs. 8 per month. The age of assistants is from 9 onwards. There is considerable employment of children in restaurants.

Grain Shops.

These remain open from 8 a.m. to 8 p.m. in the cold season and from 7-30 a.m. to 8 p.m. in summer. Many of these shops are both wholesale and retail. The age of the employees is generally above 15. There are no holidays nor are the shops closed on festivals. There is a rest interval of one to two hours per day. The range of monthly wages is from Rs. 6 to Rs. 45. The first ten days of the month are busy days.

Pan-bidi Shops.

Bidi shops are more numerous than pan-bidi shops. While bidi shops require a license, the pan shops do not. There are more boys under 18 in pan shops than in bidi shops. Shops remain open from 7 a.m. to 9-30 p.m. A meal interval of one to one and a half hours is generally granted. Pan shops are often attached to restaurants and keep open longer. The busy hours for such shops are 9 a.m. to 11 a.m. and 4 p.m. to 11 p.m. The wages of assistants vary from Rs. 2 with free meals to Rs. 6 without meals per month. There are no holidays or leave.

Cycles.

There are about 200 cycle shops in Poona City. Shops are open from 8 a.m. to 9 p.m. There is a rest interval of one to two hours. Wages are paid monthly and vary from Rs. 8 to Rs. 40 per month. There are no children under 12 employed in such shops. Leave with pay is granted for two weeks in a year.

Stationery.

It is reported that there are about 200 stationery shops in Poona City. The owners are Deccanis, Bohras and Muhammadans. June is the busiest month in the year as that is the time when most of the schools and colleges reopen after their vacations. The busy hours are from 4 p.m. to 9 p.m. The shops remain open from 8 a.m. to 9 p.m. A rest interval of two to three hours is given. Wages vary from Rs. 10 to Rs. 40 per month. Leave with pay for 15 days per year is granted.

Florists.

Poona is known for its flowers and there are quite a large number of florists in Poona City. Florists' shops remain open from 7 a.m. to 9-30 p.m. A certain amount of child labour is to be found in such shops. There is a rest interval of two hours for mid-day meals. The busy hours are from 7-30 to 9-30 in the morning and 4-30 to 7-30 in the evening. The busy months in the year are March, April, May and June. Some of the employees are paid overtime for extra attendance.

Among the remaining categories of shops those selling caps, trunks and umbrellas, provisions, gold and silver-ware, opium, brass and copper-ware, foot-ware, etc. and chemists and drugists shops are of some importance. The table in the appendix summarises the position of conditions of work and wages in some categories of retail shops in Poona City.

In the cantonment, shops generally open between 8 and 9 a.m. and close at 9 p.m. with a rest interval of a half to 1½ hours. Some of the shops are closed for half a day on Sundays. Restaurants generally open at 5 a.m. and close at 1 or 2 a.m. Restaurants closing after mid-night have usually two shifts. Few children are employed in them.

There are about 11 retail shop-keepers' associations in Poona.

Table XIII in Appendix B contains details regarding wages, interval etc.

Sholapur.

According to the 1931 Census, the population of Sholapur was reported to be 135,574. Here again no reliable information regarding the total number of shops is available but it is estimated that there are over two thousand retail shops. The bulk of the shops are to be found in the grain and provision, cloth and clothing and firewood and charcoal categories. The following table summarises the position as regards conditions of work and wages in certain categories of shops in Sholapur City :—

Category of shop.	Opening hour.	Closing hour.	Interval.	Hours of work.
Grain and provision ..	7-30 a.m. ..	9 p.m. ..	1 to 2 hours.	10
Cloth and clothing ..	8 a.m. ..	9 to 11 p.m. ..	1 to 2 hours by turns.	....
Fuel and firewood ..	7-30 a.m. ..	8 p.m. ..	1 to 1½ hours.	....
Sweetmeats	8 a.m. ..	9 p.m. ..	1 to 1½ hours.	....
Vegetables	7 a.m. ..	8 p.m. ..	4½ hours ..	....
Milk	5-30 a.m. ..	11-30 p.m. ..	1 hour ..	10 to 14.
Pan-bidi	....	....	....	10 to 14.
Hair cutting saloons ..	5-30 a.m. to 6 a.m.	8-30 p.m. to 9 p.m.	1 to 2 hours.	10 to 13.
Restaurants	5-30 a.m. ..	12-30 a.m. (up to 2-30 a.m. in some cases).	1 to 2 hours.	11 to 12 (in some cases 13 to 16) hours.

Category of shop.	Pay per month.	Holiday.	Remarks.
Grain and provision.	Rs. 8 to Rs. 15 ..	*Amavasya* is observed as a holiday.	
Cloth and clothing.	Rs. 8 to Rs. 30 (Rs. 4 to Rs. 5 for boys under 18).	*Amavasya* is observed as a half holiday.	
Fuel and firewood..	Rs. 10 to Rs. 20 ..	....	
Sweetmeats ..	Rs. 6 to Rs. 20 (Rs. 2 to Rs. 4 for boys under 18).	A few hours' leave is granted on *Amavasya* day.	
Vegetables ..	Rs. 12 to Rs. 15 (Rs. 6 to Rs. 12 for females and boys under 18).	....	These shops are kept closed in the afternoon from 11-30 a.m. to 4 p.m.
Milk ..	Rs. 8 to Rs. 20 ..	....	Some female and child labour is employed.
Pan-bidi ..	Rs. 5 to Rs. 15 ..	....	These shops generally do not employ paid assistants except for bidi making.
Hair cutting saloons	Rs. 10 to Rs. 15 ..	....	
Restaurants ..	Rs. 10 for adults and Rs. 3 to Rs. 5 for boys under 12.	....	In some restaurants there is a system of shifts. Boys from 7 years of age are employed.

There are, in Sholapur City, five cotton mills and other 11 regulated factories. Sholapur has thus a large industrial population. The busy hours and days for shops therefore coincide with free hours for industrial workers and days which are declared holidays for them.

Hubli.

According to the 1931 population Census, the population of Hubli was 89,982. Hubli is a town of considerable industrial and commercial importance. It has two cotton mills, several gins and presses and a railway workshop belonging to the M. & S. M. Railway. The town is divided into six municipal divisions called *peths*. There are not many shops in old Hubli and the bulk of the retail shops are concentrated in new Hubli. The following are the important categories of retail shops : cloth and clothing, tailoring, bidi and pansupari, restaurants, stationery, chemists and druggists, motor accessories, footwear, provisions, fruits, grain, flowers, caps, hardware, sarafi, books and copper and brassware. No accurate information as regards the total number of retail shops in Hubli is available but it is estimated by the municipal authorities that there are 200 grocers' shops, 50 stationers' shops, 50 copper and brassware shops, 150 sarafi shops, 200 clothing shops, 200 tailoring shops and 500 restaurants.

Cloth and Clothing.

The owners of these shops are generally Jain Marwaris, Deccanis, Lingayats, Muhammadans and Khatris. The shops remain open from 8 a.m. to 8-30 p.m. The majority of these shops employ between one and six assistants. A rest interval of between two and two and a half hours is granted. Wages are paid either monthly or annually. Monthly wages range from Rs. 5 to Rs. 20 and yearly wages from Rs. 75 to Rs. 400. In some shops, particularly those owned by Marwari Jains, the assistants get boarding and lodging from their employers and are paid annually. The majority of cloth shopowners are Lingayats. The busy hours are between 9 a.m. and 11 a.m. and 4 p.m. and 8 p.m. The busy season is in the months of May, June and July. In some shops the assistants are paid a small bonus on holidays like Diwali.

Bidi and Pansupari.

These shops remain open between 6-30 or 7 a.m. and 10-30 p.m. The age of shop assistants is generally above 16. The monthly wage varies from Rs. 6 to Rs. 14. In some cases the shopowners employ their own relatives as assistants. There is a rest interval of between 1½ and two hours. As in Bombay and Poona, in Hubli also pan-bidi shops are attached to restaurants. Shops near theatres close late at night. Shops closing after 9 p.m. require a license.

Restaurants.

Restaurants and boarding houses in Hubli wanting to keep open after 9 p.m. are required to take out a license. Restaurants open between 5-30 a.m. and 6 a.m. Assistants in restaurants get free boarding and lodging in addition to their monthly wages. The hours of work in restaurants for assistants are between 13 and 14 a day and the rest interval is one of 2½ to 3 hours. A certain amount of child labour is in evidence in restaurants. The monthly pay of assistants varies from Rs. 4 to Rs. 12. Restaurants which remain open till midnight often have a shift or turn system.

Provisions.

Many of the provision shops are run by the owners themselves. These shops remain open between 6-30 or 7 a.m. and 9-30 or 10 p.m. The rest interval is about two hours. Jain assistants in provision shops are paid Rs. 75 to Rs. 300 per annum in addition to boarding and lodging while non-Jain assistants receive from Rs. 3 to Rs. 15 per month. A few of the assistants in provision shops are below the age of 12. In Jain shops, assistants get a holiday on Jain festivals while the non-Jains get half a day on all festival days. Some of the assistants get leave with pay for one or two weeks in the year.

Sarafi Shops.

There is no child labour in sarafi shops. The shops remain open from 8 a.m. to 8 p.m. and there is a rest interval of about two hours.

Wages vary from Rs. 150 to Rs. 300 per annum. and are paid yearly. These shops appear to remain open throughout the year.

In addition to the enquiries made by the lady investigator of the Labour Office, the President of the Hubli Municipality was kind enough to supply detailed information relating to about 150 shops in Hubli. The figures regarding the opening and closing hours supplied by the President of the Municipality are given below by categories of shops :—

Category of shop.	Hour of opening.	Hour of closing.
Grocery and provisions	7 a.m. ..	9 p.m.
Cloth and clothing	7 a.m. ..	9 p.m.
Tailoring	7 a.m. ..	9 p.m.
Restaurants	6–7 a.m. ..	9 p.m.
Metals and hardware	7 a.m. ..	9 p.m.
Chemists	8 a.m. ..	9 p.m.
Books and stationery	7 a.m. ..	9 p.m.
Miscellaneous	7 a.m. ..	9 p.m.

It would appear that except in the case of shops which require a license for remaining open after 9 p.m., all other categories of shops close by that hour.

The hour of opening is usually 7 a.m. with the exception of restaurants and sweetmeat shops. A very large majority or nearly 89 per cent. of the shops remain open for 14 to 15 hours. Almost all categories of shops are busy for about five to six hours in the day. Although there is a certain amount of child labour employed in certain types of shops, the vast bulk of shop employees are adults over 18 years of age.

CHAPTER VI.

STUDY OF COMPARATIVE LEGISLATION FOR THE REGULATION OF CONDITIONS OF WORK IN SHOPS IN VARIOUS COUNTRIES.

In the Statement of Objects and Reasons attached to his Bill Mr. Bakhale refers to the long working hours in retail shops in India and to the absence of properly regulated rest periods for employees and states that the Bill seeks to remove this evil. The preceding chapters were devoted to an examination of the conditions of employment in the retail trade in the various centres to which the Bill is intended to be applied. An attempt is made in the paragraphs that follow to consider some of the principal provisions of the Bill in relation to similar provisions in the legislation of other countries.

Employment of Children and Young Persons.

One of the ways in which the Bill seeks to regulate the conditions of employment in retail shops is by prohibiting the employment of children under 12 years of age and by limiting the hours of work of young persons under the age of 18 years. As regards the employment of children, few countries make special provision in this behalf in their shops' legislation, presumably because other Acts regulate the conditions of their employment generally. A few Acts, however, do contain express provisions prohibiting the employment of children below certain specified ages. Thus the Factory, Shop and Office Building Act in the province of Ontario in Canada prohibits the employment of all children under 14 years of age. In Belgium, children under the age of 14 years are not to be employed, while in the Netherlands children under the age of 14 years or those that are bound to attend school must not perform any work.

With regard to the employment of " young persons ", Mr. Bakhale's Bill seeks to limit their hours of work to 70 per week including intervals for meals. In Great Britain, these were 74 per week according to the Shops Act of 1912, but the new Shops Act of 1934 reduced the hours for young persons to 48, with the proviso that up to the 27th December 1936 they were to be 52 per week. The new Act permits overtime for " young persons " between 16 and 18, subject to a maximum of 50 working hours in a year or 12 working hours in a week in the six weeks during which overtime is permitted. The Act further provides that a young person employed about the business of a shop shall have an interval of at least 11 hours in every 24 which must include the hours from 10 p.m. to 6 a.m., except in the case of males between 16 and 18 engaged in the delivery of milk, bread or newspapers when the complete stop period may be from 10 p.m. to 5 a.m. The provisions relating to hours are made applicable both to young persons in shops and in street trading or trading from vans. The provisions of the Shops Act, 1912 relating to half holidays and to intervals for meals have been extended by the 1934 Act to all young

persons in retail trade and the 1912 Act has been amended so as to secure that young persons shall not be employed for more than five hours on ordinary working days or 5½ hours on the day of the weekly half holiday without an interval for meals. In Jamaica, no person under the age of 15 is to be employed in or about any shop for a longer period than 42 hours including meal times in any week. No female under the age of 16 years is to be employed in the Cape of Good Hope in or about any shop after 5 o'clock in the evening between 1st April and 30th September and after 6 p.m. during the other months of the year. According to the draft Japanese Bill, in shops where more than 100 persons are regularly employed, young persons under the age of 16 years and women must not be employed for more than 10 hours a day including a break of at least thirty minutes and must be given four days' rest per month. In the Netherlands, a young person is prohibited from being employed in a shop between 8 p.m. and 8 a.m. and on Sundays.

Closing Hours.

The Bombay Shops Bill follows the model of the English Shops Act and proposes certain hours for the closing of shops. These are to be 9 p.m. on the "late" day and 8 p.m. on the other days of the week except on the weekly half holiday. In the case of restaurants, the closing hours are to be 10 o'clock in the evening on one day and half past nine on other days. Similar provision is made for shops dealing in tobacco and smoking requisites under certain conditions and power is granted to the local authority to grant exemption from closing hours in the case of exhibitions or shows.

With the exception of England, the practice of fixing the closing hour only is adopted by only a few countries such as the Irish Free State and Roumania, and by some Cantons in Switzerland. The closing hour in the Irish Free State is 8 p.m. and in Roumania 7 p.m. for certain categories of shops and 8 p.m. for others. In Danzig the closing time is generally 6 p.m. The proposed Japanese law on the subject fixes the closing hour at 10 p.m. during the period from 1st April to 30th September and at 9 p.m. in other months. The draft law regulating employment in commercial establishments in Egypt lays down that shops shall close at 8 p.m. in summer and 7–30 p.m. in winter, the closing time being half an hour later in certain cases such as grocers' and greengrocers' shops. Restaurants, cafes, etc. are allowed to remain open until the hour authorised by the police. In Kenya the local authority is allowed to fix the closing hours for shops. These must not, however, be earlier than 4 p.m. and later than 4–30 p.m. In the Province of Cape of Good Hope in South Africa also it is left to the local authority to specify the closing hour which must not, however, be later than 9 p.m.

A large number of countries having legislation for regulations of conditions in shops lay down both the hours of opening and of closing. There is, however, no uniformity of practice in this respect. In Austria, the hours are 5 a.m. and 7 p.m., in Czechoslovakia 5 a.m. and 8 p.m.,

in Germany 7 a.m. and 7 p.m., in Hungary 6 a.m. and 8 p.m. and in Poland 5 a.m. and 9 p.m. In Cuba shops can remain open between 8 a.m. and 6 p.m. The general hours of opening and closing in Jamaica are 8 a.m. and 4 p.m., while in Tanganyika they are 6 a.m. and 10 p.m. respectively.

The variations suggested in the Bill in regard to the closing hours on different days of the week are also to be found in the laws of some other countries. Apart from England, which has the same system as that proposed in the Bill, the Irish Free State, Denmark, Jamaica and the States of Victoria and New South Wales in Australia are among those which provide for different closing hours on different days of the week. In the Irish Free State the closing hours for drapers, tailors, hatters, etc., are 6 p.m. on the first four days of the week and 6-30 p.m. on Fridays. In Denmark all shops have to close at 6 p.m. on the first four days and at 7 p.m. on Fridays. The closing hours in New South Wales are 6 p.m. on the first four days and 10 p.m. on Fridays. In Jamaica no assistant is to be employed after 6½ p.m. on Saturday and 4 p.m. on other week days except Wednesday.

Several countries have also special regulations in force regarding the closing hours of certain types of shops. They generally apply to food shops and in particular to certain branches such as bakers' shops, pastry-cooks, confectioners, etc. In Austria and Roumania, for example, where the general closing hour is 7 p.m., the closing hour for food shops is 8 p.m. In Denmark, pastrycooks, bakeries and dairies close at 8 p.m. instead of 7 p.m. as in the case of other shops. The draft law in Egypt proposes to retard the closing hour in the case of grocers', butchers', and tobacco shops by half an hour.

In some countries variations in the opening and closing hours of shops are based on the location of the shops as well. Thus, in the State of Victoria in Australia a distinction is drawn between shops in the metropolitan district and those outside it. Some of the Cantons in Switzerland have different closing hours for rural communes. In Finland where the general opening and closing hours are 8 a.m. and 6 p.m. shops in the country can remain open from 7 a.m. to 7 p.m. in summer.

The seasonal distinction made in Finland is also to be found in Greece, Egypt, Japan and some other countries, the hours usually being longer in summer than in winter. In Greece, the opening and closing hours are 6 a.m. and 9-30 p.m. in summer as against 7 a.m. and 9 p.m. in winter. The proposed Japanese law on the subject fixes the closing hour at 10 p.m. from 1st April to 30th September and at 9 p.m. during other months of the year. In Egypt it is proposed to close shops at 8 p.m. in summer and 7-30 p.m. in winter.

Hours of Work.

Besides fixing the opening and closing hours of shops, legislation in many other countries also limits the working hours of shop assistants. In Danzig, for example, the working hours of the assistants must not

exceed 8 per day or 48 in a week. In Kenya no assistant can be made to work for more than 50 hours per week or 9 per day. Cuba limits the daily hours to 8, while in Tanganyika and the British Honduras the maximum weekly hours of work are 54 and 45 respectively. In Egypt it is proposed to limit the general working hours of assistants to 9 per day. In Belgium, where the hours of work are ordinarily limited to 8 per day and 48 in a week, shopkeepers are permitted to extend the daily hours to 9 in certain circumstances.

Closing Days.

The Bill provides for the compulsory closing of shops (with certain exceptions) on one day of the week and lays down that shop assistants shall be permitted to leave their work at 1-30 p.m. on at least one day of the week. It is interesting to note in this connection the practice followed by other countries. In England, the practice is as proposed in the Bill. In the State of Victoria in Australia, all shops, with certain exceptions, are required to be closed at 1 p.m. on Saturdays. In New South Wales, a similar practice obtains. In the province of Saskatchewan in Canada, shops in cities with a population of over seven thousand persons must be closed, subject to certain conditions, not later than 12 noon on Wednesdays every week between 1st April and 31st August. In Jamaica, there is a compulsory closure of shops at 2 p.m. on every Wednesday. The law in the Cape of Good Hope orders the compulsory closure of shops on Saturdays at 1 p.m. In the League of Nations Mandated Territory of South West Africa, shops, with certain exceptions, are to be closed not later than 1-30 p.m. on Saturdays. The proposed laws of Egypt and Japan do not contain any provision for a weekly half holiday; but the Egyptian law proposes closure for one whole day every week, while the Japanese Bill proposes a day's closure once a month.

On the analogy of the English law on the subject provision has been made in the Bill to extend the statutory hours to enable assistant to serve customers who are in the shop at the closing hour. Such provision is also to be found in the laws of many other countries of the world. While the Austrian, Basle Town, Czechoslovak, German, Irish and Polish Acts fix no limit, the Danish, Greek and the Spanish Acts lay down a limit of fifteen minutes, ten minutes and half an hour respectively. In Jamaica also the limit to which the closing hour can be exceeded is half an hour.

Rest Intervals.

Another provision in the Bill relates to intervals for meals which are to be so arranged as to secure that no person shall be employed for more than six hours without an interval of at least twenty minutes being allowed during the course thereof. Where employment includes certain hours in the afternoon or evening, an interval of not less than one hour is to be allowed between the afternoon hours for dinner and an interval of not less than half an hour is to be allowed between the evening hours for tea. The interval for dinner is to be increased to 1¼ hour in cases where

the meal is not taken in the shop. The provision is not applicable to those persons who are members of the family of the shopkeeper maintained by him and residing in his house. The proposed Egyptian law provides for a rest interval of at least one hour during the day. In Greece, an interval of not less than two hours in summer and 1½ hours in winter must be granted to employees. In Kenya, where the provisions for intervals are on lines similar to those of Mr. Bakhale's Bill, the meal interval is to be three-quarters of an hour to be increased to one hour when the meal is taken outside. The province of Ontaria in Canada provides for an interval of not less than one hour for every youth, young girl or woman and such interval is not be counted as part of the time limited for the employment of such persons. In Japan in shops where more than 100 persons are regularly employed, young persons under the age of 16 years and women are allowed a break of at least thirty minutes for meals. In the Mandated Territory of Tanganiyaka the period of daily employment for shop assistants is between 6 a.m. and 10 p.m., but no shop assistant is to be employed continuously for more than 5 hours without an interval for rest or meals. The interval for meals must not be less than two hours every day, of which one hour at least must be before 3 o'clock in the afternoon.

Enforcement of the Law.

No less important than the regulation of conditions of work in shops is the enforcement of such regulations and most laws relating to shops make provision for it. On the analogy of Great Britain, Mr. Bakhale's Bill imposes the duty of enforcing the Act on the local authorities who are permitted to appoint inspectors for the purpose. These inspectors are to be given powers and duties in relation to shops which are conferred on factory inspectors in respect of factories and workshops by the Indian Factories Act. The local authority is also responsible for the administration of the Act in the Irish Free State. In Spain where the labour inspectors are ordinarily charged with the duty of enforcing the law, the municipal authority is to enforce it so far as itinerant traders are concerned. Sweden is another European country where the municipal authority is one of the bodies responsible for the enforcement of the law. By the Shops Hours Ordinance of 1930 municipal authorities are entrusted with the duty of enforcing the Ordinance in the Cape of Good Hope in the Union of South Africa. Where, however, no inspectors are appointed by the municipal councils, any person duly authorised by the administrator or any police authority is permitted to enforce the Ordinance. Other instances of the local authority being entrusted with this work are Natal, the Colony and Protectorate of Kenya and the League of Nations Mandated Territory of South West Africa.

More often, however, it is the business of the factory or industrial or labour inspectorate to enforce the law. This is the case in Canada, Finland, Greece, Lithuania, Poland, Portugal, Spain, Czechoslovakia, Danzig, Germany, many of the Cantons in Switzerland, the Netherlands and the various States in Australia.

In many cases, however, although the actual work of inspection is carried out by the factory inspectors, the authorities made responsible under the law for its enforcement are the Ministers of Government. Thus, in Austria it is the Minister of Social Administration who is responsible for the enforcement of the regulations. In Czechoslovakia it is the Minister of Commerce, but he has to consult the Minister of the Interior in the first instance. In Greece, the Minister of Social Economy is entrusted with the duty of enforcing the Act. The Hungarian Act makes the Minister of Commerce responsible while the Minister of Industries, Labour and Social Welfare is responsible in Belgium. The draft law regulating employment in commercial establishments in Egypt makes the Ministers of Commerce and Industries and of Justice the administrators of the proposed law. France, Poland, Yugoslavia and Ecuador are some of the other countries which also directly place the responsibility on a Minister. In the Orange Free State it is the administrator appointed under the South African Act who enforces the law through shop and restaurant inspectors.

In some countries the police are entrusted with this task either alone or in addition to other authorities. This is so in Danzig, Orange Free State, Transvaal, Poland and a few other countries. In the Mandated Territory of Tanganyika, the Ordinance can be enforced only by officers not below the rank of assistant inspectors.

The Labour Directorate in Roumania, the Compulsory Social Insurance and Provident Institution and the administrative authorities in Portugal and the provincial authorities in Sweden are some of the other agencies entrusted with the administration of such laws.

CHAPTER VII.

SUMMARY AND CONCLUSIONS.

The results of the enquiries made in the five centres of the Bombay Presidency in connection with the conditions of work and wages of shop assistants are briefly summarised below.

1. No accurate information as regards the total number of retail shops is available in any of these centres. It is estimated by the municipal authorities that in Bombay City the number is about 30 to 40 thousand. The total number of shop assistants employed would roughly be about 75 thousand to one lakh. The enquiry made by the Labour Office covered 3,506 retail shops employing 10,212 assistants. Thus, in Bombay City, a sample of about 10 per cent. of the shops and of over 12 per cent. of the assistants was obtained.

It is estimated that in Ahmedabad there are about eight thousand retail shops and the number of assistants employed is about 16 thousand.

The estimated number of retail shops in Sholapur is over two thousand. No reliable estimate of the number of shops or of assistants is available for Poona and Hubli although in the latter case, in the opinion of the Hubli Municipality, the number of retail shops is about 1,500.

2. The principal categories of retail shops in Bombay City are restaurants, pan-bidi shops, grain and provision stores and cloth and clothing shops. This is also the case in the other centres. In Poona City, florists' shops, and, in Hubli, sarafi shops are also of importance.

3. Of the retail shops in Bombay City, 13·78 per cent. are run by owners themselves, 4·93 per cent. are run by owners and their relatives and, in 65·09 per cent. paid assistants are employed. In the remainder there is a combination of all these. Statistical information on this subject is not available for the other centres but it is believed that so far as Ahmedabad is concerned, the proportion of shops in which relatives are employed would not exceed 6 per cent. of the total. In Poona, Sholapur and Hubli, the practice of employing relatives does not appear to be very common.

4. So far as paid shop assistants are concerned, the living-in system prevails mostly in restaurants, boarding houses and in hotels. In Bombay City, of the total shop assistants (excluding relatives), 35·8 per cent. were provided with board and lodging by their owners. In Ahmedabad, only in the case of boarding houses and hotels is the practice of supplying assistants with board and lodging universal. In most of the restaurants, board and lodging is not provided. Detailed information on this point is not available for the other centres.

5. There is a considerable diversity of practice as regards the hours of opening and closing in the different categories of shops. In Bombay City and Ahmedabad, restaurants and pan-bidi shops are the first to open and the last to close, the normal opening and closing hours being 5 to

6 a.m. and 12 p.m. to 1 a.m. respectively. Cloth and clothing shops, both in Bombay and Ahmedabad, open at 8 a.m. or thereabouts and close between 8 p.m. and 9 p.m. Grocery and provision shops usually open between 6 a.m. and 7 a.m. and close between 9 p.m. and 10 p.m. Chemists' and druggists' shops, and cycle and motor accessories shops remain open for 10 to 11 hours, the opening hour being between 8 and 9 a.m.

6. Unlike workers in factories, assistants in retail shops do not have rest intervals at specified hours nor is the period of the interval uniform. Such intervals ordinarily vary from one to three hours. They are taken by turns and are granted at the convenience of the owner.

7. The average hours of work of shop assistants in Bombay City are 12·25 per day. The predominant range of the hours of work in restaurants, *pan-bidi* shops, grain and provision stores and cloth and clothing shops is 10 to 15, 9 to 16, 12 to 15, and 10 to 13 respectively. The daily hours of work in Bombay City are longest in vegetable shops (14·51) and shortest in books and stationery shops (10·24). In some restaurants and *pan-bidi* shops, the shift system prevails to a certain extent. The hours of work in restaurants and *pan-bidi* shops in Ahmedabad are longer than in most other types of concerns, being 12 to 16 and 9 to 12 per day respectively. In Ahmedabad, too, the hours in vegetable shops are very long being 14 to 15 per day. The longest hours in Ahmedabad, namely, 14 to 16 per day are however to be found in hair-cutting saloon.

For Poona, Sholapur and Hubli no reliable information on the subject is available; but it would appear that except in the case of restaurants and *pan-bidi* shops, the hours of work in other categories of shops are lower than in Bombay and Ahmedabad.

8. No regular weekly holiday is granted in any of the shops in Bombay City, although chemists and druggists, dealers in motor accessories and hardware shops grant a half holiday on Sundays. Some shops in certain classes of trade such as the grain and cloth trade, remain closed on the *Amavasya* day. There is, however, no uniformity of practice in this respect. Certain trades observe certain public holidays falling on Hindu, Muhammadan or Jain festival days. Otherwise the shops are open all the days of the year.

Owing to the system of *pakie* which seems a special feature of Ahmedabad (although it is not altogether absent in Bombay) some of the important categories of retail shops there close on 30 to 40 days in the year. Details regarding this system have been discussed in the section dealing with Ahmedabad. In trades in which no trade organisations exist, the shops usually remain open practically throughout the year. Restaurants and *pan-bidi* shops almost invariably do.

9. With few exceptions, there is no system of granting leave with pay in retail shops either in Bombay or in Ahmedabad. Ordinarily the grant of leave depends on the individual caprice of the proprietor.

10. The enquiry shows that in the retail trade of Bombay City very few children (under 12) are employed as shop assistants, the percentage of such children to the total number of shop assistants being less than one. On the other hand, it is reported that child labour is much more in evidence in Ahmedabad shops, the estimate being that they form over 12 per cent. of the total number of shop assistants. The bulk of these children are employed in restaurants. The number of young persons between the ages of 12 and 18 employed in shops in Bombay is about 10 per cent. of the total and the majority of such young persons are employed in restaurants. In Ahmedabad it is estimated that the proportion of children and young persons in shops is about the same, being 12 per cent. of the total in each case.

11. A consideration of the wage position in shops is a matter of much difficulty because in some of the principal categories wages are paid both in money and in kind, the latter taking the form of free board and lodging. Of the 9,383 assistants for whom information is available for Bombay City, 6,019 or 64·15 per cent. are in receipt of wages only and 3,364 or 35·85 per cent. are in receipt of wages and free board and/or lodging. Of those in receipt of money wages only, less than 10 per cent. receive a monthly wage of under Rs. 15, over 66 per cent. are in receipt of a wage between Rs. 15 and Rs. 45 and the remainder receive more than Rs. 45. Of the shop assistants who are supplied with board and lodging in addition to their wages, 55·27 per cent. earn less than Rs. 15 per month, 42·69 per cent. between Rs. 15 and Rs. 45 per month and the rest above that. Wages in certain trades e.g. cloth and clothing, chemists' shops, liquor shops, etc. are much higher than in others such as restaurants, pan-bidi shops, etc.

In contrast to Bombay, the period of wage payment most prevalent in Ahmedabad is the yearly and not the monthly.

An examination of the wages paid to shop assistants both in Bombay and Ahmedabad suggests that these do not compare unfavourably with the wages of skilled industrial workers in the Presidency although it is not possible to make any direct comparison as the work of the two classes is so dissimilar.

Of the shop assistants in Bombay, 86·92 per cent. are paid monthly, 7·62 per cent. daily and 5·46 per cent. yearly. Those on a yearly basis of pay are mostly to be found in grain shops and those on a daily basis in *bidi* and *pan-supari* shops. Most of those on a yearly basis of pay are supplied with board and lodging by the shopkeepers. Among the monthly paid employees, assistants in restaurants and assistants in milk and sweetmeat shops are usually provided with board and lodging.

12. Chapter VI of the report contains a study of the comparative legislation for the regulation of conditions of work in shops in various countries of the world. The matters dealt with refer in particular to the prohibition of the employment of children under 12, the regulation of the hours of work of young persons, opening and closing hours of shops, early closing on certain days, the regulation of rest intervals and the administration of such laws.

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APPENDIX A.

Specimen Form of Enquiry.

ENQUIRY RELATING TO RETAIL SHOPS IN BOMBAY CITY.

Type of concern

Name of concern or of owner

Address

Is the shopowner in favour of the Bill ?

Hour at which shop is opened

Hour at which shop is closed

(If shop is closed in the afternoon and reopened later in the day give details regarding the interval)

What are the busy hours and days ?

Number of persons working in the shop including (*a*) owner, (*b*) relatives and (*c*) paid assistants.

——	Number of persons.	Age* and sex.	Community.
Owner or owners ..			
Relative or relatives (give relationship).			
Paid assistants			

*Here state how many below 12, between 12 and 18 and over 18.

From what hour to what hour are the shop assistants expected to be on duty in the shop ?

If any rest intervals are given, give details.

The number of days the shop is closed in the month.

Number of holidays granted per month to the paid assistants. State with or without pay.

Is leave granted ? If so, on what conditions.

Wages of shop assistants—Give details in the sheet attached.

Whether wages are paid on a monthly or on a longer basis. Give details.

State whether any of the (*a*) relatives or (*b*) assistants live on the premises or board and lodge with the owner.

(*a*)

(*b*)

WAGES OF SHOP ASSISTANTS.

Serial No.	Wages.	Remarks*.

*This should include remarks regarding the wage-period, amenities such as board, lodging, bonuses, special concessions, long-term contracts, etc.

APPENDIX B

APPENDIX

TABLE

Personnel of Retail Shops

Type of Shop.	Number visited.	Total							
		Owners or Partners.		Relatives.					
				Below 12.		12–18.		Over 18.	
		Males	Females	Males	Females	Males	Females	Males	Females
Grocery and Provision ..	536	772	7	1	..	17	..	97	2
Cloth and Clothing	480	617	2	1	..	5	..	44	..
Restaurants	314	348	3	..	..	7	..	56	3
Bidis and Pansupari ..	282	198	25	1	..	3	..	17	1
Milk and Sweetmeats ..	182	228	1	..	..	8	..	34	1
Tailoring Shops	180	244	3	..	..	12	..	24	..
Metals and Hardware ..	165	213	1	1	..	2	..	24	..
Liquor, Toddy, etc.	156	83	1	..	..	1	..	56	..
Charcoal and Firewood ..	117	108	1	..	..	..	..	12	..
Vegetables and Fruit ..	103	112	5	..	..	2	..	6	2
Leather Goods	89	121	..	..	..	..	..	15	1
Gold and Silver ware ..	80	76	1	1	..	1	..	13	..
Cycle, Motor Spare Parts and Electric ware etc. ..	74	86	..	..	..	..	..	19	..
Books and Stationery ..	60	67	..	1	..	2	..	17	..
Laundries	57	58	..	..	..	..	..	8	..
Chemicals	48	64	1	..	..	..	..	12	..
Miscellaneous	583	718	7	2	..	8	3	77	4
Total ..	3,506	4,113	58	8	..	69	3	531	14

B.

No. I.

in Bombay City.

number of

Paid Assistants.						Cases in which information re : age and sex was not available.	Total number of paid assistants.	Total persons.
Below 12		12–18.		Over 18.				
Males	Females	Males	Females	Males	Females			
2	..	41	..	844	1	....	888	1,784
3	..	60	..	1,312	..	....	1,377	2,046
74	..	611	..	1,558	4	....	2,247	2,664
..	..	21	1	609	343	35	1,009	1,254
2	..	31	..	438	1	....	472	744
2	..	59	..	432	1	....	494	777
..	..	17	..	308	..	....	325	566
..	..	3	..	676	..	....	679	820
..	..	5	..	150	..	....	155	276
..	..	7	..	116	1	....	124	251
..	..	6	..	171	..	....	177	314
..	..	7	..	183	..	....	190	282
..	..	10	..	245	..	....	255	360
..	..	3	..	129	..	....	132	219
1	..	7	..	146	..	....	154	221
..	..	7	..	239	1	....	247	324
4	..	63	..	1,193	27	....	1,287	2,106
90	..	958	1	8,749	379	35	10,212	15,008

TABLE

Classification of Retail Shops according

Type of Shops.	Hindus.	Jains.
Grocery and Provision	204	225
Cloth and Clothing	311	27
Restaurants	177	5
Bidis and Pansupari	172	..
Milk and Sweetmeats	139	3
Tailoring	124	1
Metals and Hardware	61	11
Liquor, Toddy, etc.	24	..
Charcoal and Firewood	61	2
Vegetables and Fruit	71	1
Gold and Silverware	62	10
Leather Goods	49	..
Cycle, Motor Spareparts, Electricware, etc.	42	5
Books and Stationery	35	3
Laundries	33	..
Chemicals	32	1
Miscellaneous	271	28
Total ..	1,868	322
Percentage to total ..	53·28	9·18

No. II.

to Communities of Owners.

Muslims.	Parsis and Iranis.	Christians.	Others.	Imperfectly specified or unspecified.	Total.
64	20	..	..	23	536
91	11	5	..	35	480
34	49	7	..	42	314
23	1	3	..	83	282
16	5	1	..	18	182
16	..	34	..	5	180
80	3	..	..	10	165
	47	5	..	80	156
36	2	1	..	15	117
23	4	..	..	4	103
2	1	..	..	5	80
31	2	2	2	3	89
15	6	1	..	5	74
12	1	5	..	4	60
6	6	6	..	6	57
2	5	3	..	5	48
178	42	15	1	48	583
629	205	88	3	391	3,506
17·94	5·85	2·51	0·09	11·15	..

TABLE

Classification of Shop Assistants

Type of Shops.	Hindus.	Jains.
Grocery and Provision	510	263
Cloth and Clothing	1,065	51
Restaurants	1,682	..
Bidis and Pansupari	961	..
Milk and Sweetmeats	449	1
Tailoring	228	4
Metals and Hardware	192	17
Liquor, Toddy, etc.	477	..
Charcoal and Firewood	122	2
Vegetables and Fruit	103	1
Gold and Silverware	155	17
Leather Goods	101	..
Cycle, Motor Spareparts, Electricware, etc.	215	1
Books and Stationery	95	1
Laundries	126	..
Chemicals	218	2
Miscellaneous	826	43
Total ..	7,525	403
Percentage to total ..	73·69	3·95

No. III.

according to Communities.

Muslims.	Parsis and Iranis.	Christians.	Others.	Imperfectly specified or unspecified.	Total.
81	26	2	..	6	888
218	5	32	..	6	1,377
432	54	58	..	21	2,247
42	..	6	..	..	1,009
15	5	1	..	1	472
72	..	180	..	10	494
107	..	..	..	9	325
..	77	97	..	28	679
31	..	..	..	..	155
20	..	..	..	..	124
12	2	1	..	3	190
63	..	4	5	4	177
24	1	3	..	11	255
21	..	10	..	5	132
8	3	17	..	..	154
5	3	15	..	4	247
313	51	29	2	23	1,287
1,464	227	455	7	131	10,212
14·34	2·22	4·45	0·07	1·28	100·00

TABLE

Frequency Table showing the Actual

Type of Shop.	Hours				
	Below 8.	8 & below 9.	9 & below 10.	10 & below 11.	11 & below 12.
Grocery and Provision	2	7	2	55	74
Cloth and Clothing	11	35	108	260	576
Restaurants	1	68	136	279	459
Bidis and Pansupari	52	119	187	33	34
Milk and Sweetmeats	8	5	33	36	44
Tailoring	4	69	140	173	60
Metals and Hardware	3	2	28	101	114
Liquor, Toddy, etc.	36	58	151	137	32
Charcoal and Firewood	..	2	5	11	50
Vegetables and Fruit	..	..	12	2	1
Leather Goods	..	..	12	26	83
Gold and Silver ware	2	10	35	66	36
Cycle, Motor Spare Parts, Electric ware, etc.	2	80	28	68	41
Books and Stationery	5	10	18	25	45
Laundries	..	..	15	25	64
Chemicals	17	71	15	77	43
Miscellaneous	94	72	235	204	261
Total ..	237	608	1,160	1,578	2,017
Percentage to total ..	2·32	5·95	11·36	15·45	19·75

No. IV.

Hours of Work of Shop Assistants in Bombay City.

of work.

12 & below 13.	13 & below 14.	14 & below 15.	15 & below 16.	16 & below 17.	17 & over.	Not specified.	Total.
169	216	177	108	57	17	4	888
268	80	29	2	4	..	4	1,377
406	155	215	173	163	161	31	2,247
114	59	83	184	103	34	7	1,009
73	64	76	43	38	47	5	472
23	18	1	..	3	..	3	494
32	27	5	11	2	..	..	325
143	95	24	3	..	..	..	679
36	30	17	3	1	..	..	155
10	4	8	67	20	..	..	124
41	7	4	3	..	..	1	177
13	5	9	12	..	2	..	190
19	5	7	4	1	..	..	255
5	..	7	2	..	..	15	132
29	14	4	1	..	..	2	154
11	5	7	..	..	1	..	247
117	115	105	51	17	3	13	1,287
1,509	899	778	667	409	265	85	10,212
14·78	8·80	7·62	6·53	4·01	2·60	0·83	

TABLE

Hours of Opening of Retail

Type of Shop.	Hour of			
	Between 3 & 4 A.M.	Between 4 & 5 A.M.	Between 5 & 6 A.M.	Between 6 & 7 A.M.
Grocery, Provision ..	....	12 (2·24)	44 (8·21)	313 (58·40)
Cloth and Clothing ..	....	....	....	15 (3·13)
Restaurants	....	9 (2·86)	179 (57·01)	79 (25·17)
Bidis and Pansupari ..	....	5 (1·77)	130 (46·10)	117 (41·50)
Milk and Sweetmeats ..	4 (2·20)	32 (17·58)	72 (39·56)	55 (30·22)
Tailoring	....	....	1 (0·56)	11 (6·11)
Metals and Hardware ..	....	....	3 (1·82)	17 (10·30)
Liquor, Toddy etc. ..	....	....	....	60 (38·46)
Charcoal and Firewood ..	....	....	2 (1·71)	50 (42·74)
Vegetables and Fruit ..	....	63 (61·17)	2 (1·94)	23 (22·33)
Leather Goods	....	....	1 (1·12)	3 (3·37)
Gold and Silverware ..	....	....	....	13 (16·25)
Cycle, Motor Spare parts, Electric ware &c. ..	....	....	....	2 (2·70)
Books and Stationery ..	....	....	....	1 (1·67)
Laundries	....	....	....	3 (5·26)
Chemicals	....	....	....	3 (6·25)
Miscellaneous	....	27 (4·63)	18 (3·09)	111 (19·04)
Total ..	4 (0·11)	148 (4·22)	452 (12·89)	876 (24·99)

Note.—The figures in bracket

*Including two chemists shops and three miscellaneous

No. V

Shops in Bombay City.

Opening.

Between 7 & 8 A.M.	Between 8 & 9 A.M.	Between 9 & 10 A.M.	Between 10 & 11 A.M.	After 11 A.M.	Total.
129 (24·06)	32 (5·97)	6 (1·12)	....	....	536
91 (18·96)	288 (60·00)	77 (16·04)	8 (1·66)	1 (0·21)	480
31 (9·87)	13 (4·13)	1 (0·32)	2 (0·64)	....	314
25 (8·86)	4 (1·42)	....	....	1 (0·35)	282
12 (6·59)	6 (3·30)	....	....	1 (0·55)	182
44 (24·44)	106 (58·89)	17 (9·44)	1 (0·56)	....	180
38 (23·03)	95 (57·57)	11 (6·67)	....	1 (0·61)	165
4 (2·57)	3 (1·92)	3 (1·92)	84 (53·85)	2 (1·28)	156
54 (46·15)	11 (9·40)	....	....	....	117
12 (11·65)	1 (0·97)	1 (0·97)	1 (0·97)	....	103
16 (17·98)	49 (55·06)	19 (21·35)	1 (1·12)	....	89
19 (23·75)	34 (42·50)	12 (15·00)	2 (2·50)	....	80
8 (10·81)	34 (45·95)	27 (36·49)	2 (2·70)	1 (1·35)	74
18 (30·00)	26 (43·33)	12 (20·00)	3 (5·00)	....	60
35 (61·40)	15 (26·32)	4 (7·02)	....	....	57
11 (22·92)	23 (47·92)	9 (18·75)	....	....	48*
128 (21·96)	189 (32·41)	91 (15·61)	11 (1·89)	5 (0·86)	583*
675 (19·25)	929 (26·50)	290 (8·27)	115 (3·28)	12 (0·34)	3,506*

denote percentages.

shops which were reported to be open day and night.

TABLE

Hours of Closing of Retail

Type of Shop	Hours of			
	Before 5 p.m.	Between 5 & 6 p.m.	Between 6 & 7 p.m.	Between 7 & 8 p.m.
Grocery and Provision ..	....	1 (0·19)	4 (0·75)	7 (1·31)
Cloth and Clothing ..	2 (0·42)	....	4 (0·83)	18 (3·75)
Restaurants	....	2 (0·64)	2 (0·64)	5 (1·59)
Bidis and Pansupari ..	....	....	....	2 (0·70)
Milk and Sweetmeats ..	5 (2·75)	....	3 (1·65)	5 (2·75)
Tailoring	....	....	7 (3·89)	21 (11·67)
Metals and Hardware ..	....	1 (0·61)	4 (2·42)	15 (9·09)
Liquor, Toddy, etc. ..	....	....	....	1 (0·64)
Charcoal and Firewood ..	....	....	8 (6·84)	28 (23·93)
Vegetables and Fruit ..	1 (0·97)	1 (0·97)	....	5 (4·85)
Leather Goods ..	....	....	1 (1·12)	7 (7·88)
Gold and Silverware ..	....	1 (1·25)	1 (1·25)	17 (21·25)
Cycle, Motor Spare parts Electricware, etc.	....	....	4 (5·41)	18 (24·33)
Books and Stationery ..	....	....	5 (8·34)	4 (6·66)
Laundries	....	....	....	7 (12·28)
Chemicals	....	....	1 (2·08)	....
Miscellaneous	....	3 (0·52)	19 (3·26)	88 (15·09)
Total ..	8 (0·23)	9 (0·26)	63 (1·80)	248 (7·07)

Note.—The figures in bracket

*Including two chemists' shops and three miscellaneous

No. VI.

Shops in Bombay City.

Closing.						Total
Between 8 & 9 p.m.	Between 9 & 10 p.m.	Between 10 & 11 p.m.	Between 11 & 12 p.m.	Between 12 & 1 a.m.	After 1 a.m.	
81	233	180	25	4	1	536
(15·11)	(43·46)	(33·58)	(4·66)	(0·75)	(0·19)	
197	167	69	20	3	..	480
(41·04)	(34·79)	(14·38)	(4·16)	(0·63)		
9	68	39	39	148	2	314
(2·87)	(21·65)	(12·42)	(12·42)	(47·13)	(0·64)	
1	9	26	74	158	12	282
(0·35)	(3·19)	(9·24)	(26·22)	(56·05)	(4·25)	
15	38	51	32	33	..	182
(8·24)	(20·87)	(28·03)	(17·58)	(18·13)		
81	49	19	1	2	..	180
(45·00)	(27·21)	(10·56)	(0·56)	(1·11)		
57	51	26	9	2	..	165
(34·54)	(30·91)	(15·75)	(5·46)	(1·22)		
1	138	....	14	2	..	156
(0·64)	(88·46)		(8·98)	(1·28)		
51	27	2	1	....	..	117
(43·59)	(23·07)	(1·71)	(0·86)			
72	16	6	2	....	..	103
(69·91)	(15·53)	(5·83)	(1·94)			
39	32	10	....	....	..	89
(43·82)	(35·95)	(11·23)				
36	8	9	7	1	..	80
(45·00)	(10·00)	(11·25)	(8·75)	(1·25)		
29	7	5	7	3	1	74
(39·19)	(9·46)	(6·75)	(9·46)	(4·05)	(1·35)	
29	17	5	....	....	..	60
(48·33)	(28·33)	(8·34)				
32	15	3	....	....	..	57
(56·15)	(26·31)	(5·26)				
21	20	4	....	....	..	48*
(43·75)	(41·67)	(8·33)				
216	145	81	20	8	..	583*
(37·05)	(24·87)	(13·89)	(3·43)	(1·37)		
967	1,040	535	251	364	16	3,506*
(27·58)	(29·66)	(15·26)	(7·16)	(10·38)	(0·46)	

denote percentages.

shops which were reported to be open day and night.

TABLE

Frequency Table showing the Rest Intervals

Type of Shop	Less than 1 hour	1 to 2 hours
Grocery and Provision	17 (3·18)	190 (35·44)
Cloth and Clothing	6 (1·25)	238 (49·58)
Restaurants	14 (4·46)	68 (21·66)
Bidis and Pansupari	5 (1·77)	22 (7·80)
Milk and Sweetmeats	....	27 (14·83)
Tailoring	4 (2·22)	59 (32·78)
Metals and Hardware	4 (2·42)	61 (36·96)
Liquor, Toddy, etc.	2 (1·28)	44 (28·21)
Charcoal and Firewood	4 (3·42)	55 (47·01)
Vegetables and Fruit	1 (0·97)	57 (55·34)
Leather Goods	9 (10·11)	27 (30·34)
Gold and Silverware	2 (2·50)	26 (32·50)
Cycle, Motor Spare parts, Electric Ware, etc. ..	2 (2·70)	30 (40·54)
Books and Stationery	6 (10·00)	17 (28·34)
Laundries	4 (7·02)	28 (49·12)
Chemicals	1 (2·08)	14 (29·17)
Miscellaneous	24 (4·12)	208 (35·68)
All Shops	105 (3·00)	1,171 (33·40)

No. VII.

granted to Shop Assistants in Bombay City.

Rest interval.

2 to 3 hours	3 to 4 hours	Above 4 hours	No interval	Imperfectly specified or unspecified	Total
155	21	4	22	127	536
(28·92)	(3·92)	(0·75)	(4·10)	(23·69)	
74	4	2	2	154	480
(15·42)	(0·83)	(0·42)	(0·42)	(32·08)	
78	27	16	11	100	314
(24·84)	(8·60)	(5·09)	(3·50)	(31·85)	
34	90	29	3	99	282
(12·06)	(31·92)	(10·28)	(1·06)	(35·11)	
43	26	23	4	59	182
(23·63)	(14·28)	(12·64)	(2·20)	(32·42)	
26	2	....	....	89	180
(14·44)	(1·11)			(49·45)	
21	3	2	3	71	165
(12·73)	(1·82)	(1·22)	(1·82)	(43·03)	
47	14	5	42	2	156
(30·13)	(8·98)	(3·20)	(26·92)	(1·28)	
25	3	....	3	27	117
(21·37)	(2·56)		(2·56)	(23·08)	
1	....	2	....	42	103
(0·97)		(1·94)		(40·78)	
8	....	....	....	45	89
(8·99)				(50·56)	
23	2	1	3	23	80
(28·75)	(2·50)	(1·25)	(3·75)	(28·75)	
13	3	....	2	24	74
(17·57)	(4·06)		(2·70)	(32·43)	
8	2	....	....	27	60
(13·33)	(3·33)			(45·00)	
3	1	....	2	19	57
(5·26)	(1·75)		(3·51)	(33·34)	
14	....	....	....	19	48
(29·17)				(39·58)	
83	7	8	16	237	583
(14·24)	(1·20)	(1·37)	(2·74)	(40·65)	
656	205	92	113	1,164	3,506
(18·71)	(5·85)	(2·62)	(3·22)	(33·20)	

TABLE

Frequency Table showing the Earnings of Shop

Monthly Earnings of of Shop Assistants.	Number of Shop Assistants getting wages shown in						
	Grocery and Provisions.					Cloth	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging
Below Rs. 5	2	1	..	..	3	1	..
Rs. 5 and below Rs. 10	1	15	..	1	17	15	4
„ 10 „ „ „ 15	8	26	..	..	34	28	9
„ 15 „ „ „ 20	49	18	1	1	69	83	7
„ 20 „ „ „ 25	56	3	..	3	62	131	6
„ 25 „ „ „ 30	54	3	..	1	58	123	2
„ 30 „ „ „ 35	55	2	2	1	60	148	1
„ 35 „ „ „ 45	54	2	1	4	61	215	3
„ 45 „ „ „ 55	12	..	..	..	12	180	1
„ 55 „ „ „ 65	8	..	..	..	8	68	..
„ 65 and over	16	..	9	..	25	95	..
Total ..	315	70	13‡	11	409	1,087*	33

Monthly Earnings of Shop Assistants.	Number of Shop Assistants getting wages shown in						
	Bidis and Pansupari.					Milk	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging
Below Rs. 5	1	2	..	..	3	..	7
Rs. 5 and below Rs. 10	1	26	1	..	28	10	40
„ 10 „ „ „ 15	86	41	1	2	130	12	80
„ 15 „ „ „ 20	176	50	..	7	233	22	56
„ 20 „ „ „ 25	104	35	1	6	146	27	28
„ 25 „ „ „ 30	83	18	2	26	129	26	18
„ 30 „ „ „ 35	44	6	2	13	65	15	7
„ 35 „ „ „ 45	8	4	..	6	18	20	4
„ 45 „ „ „ 55	2	..	..	..	2	9	3
„ 55 „ „ „ 65	..	..	..	..	..	2	..
„ 65 and over	1	..	..	..	1	2	1
Total ..	506	182	7	60	755	145	244

No. VIII.

Assistants who are paid on a Monthly *basis.*

Column (1) in the following types of Shops.

and Clothing.			Restaurants.					
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging ing.	Total.	Remarks.
..	..	1	13	130	2	..	145	*4 Assistants are reported to be getting free boarding and lodging and four others are provided with free lodging only. †19 Assistants get one meal only. ‡In 13 cases one meal a day was provided.
1	..	20	100	569	35	1	705	
4	..	41	69	344	18	17	448	
2	..	92	41	264	19	8	332	
..	2	139	37	109	11	2	159	
3	2	130	28	73	6	2	109	
4	3	156	11	46	9	2	68	
5	1	224	8	23	4	2	37	
..	..	181	9	8	1	..	18	
..	1	69	4	3	..	..	7	
1	..	96	4	1	3	1	9	
20†	9	1,149	324	1,570	108	35	2,037	

Column (1) in the following types of Shops.

and Sweetmeats.			Tailoring.					
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Remarks.
..	..	7	..	1	..	..	1	
4	..	54	8	2	..	..	10	
2	..	94	12	9	1	1	23	
..	8	86	18	2	..	1	21	
1	7	63	21	..	..	2	23	
..	2	46	23	1	..	1	25	
..	..	22	49	..	..	1	50	
..	2	26	84	1	..	..	85	
..	2	14	59	1	..	..	60	
..	..	2	58	..	..	..	58	
..	..	3	19	..	..	..	19	
7	21	417	351	17	1	6	375	

TABLE

Frequency Table showing the Earnings of Shop

Number of Shop Assistants getting wages

Monthly Earnings of Shop Assistants.	Metals and Hardware.					Liquor	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.
Below Rs. 5	1	..	..	..	1	..	..
Rs. 5 and below Rs. 10	3	6	..	..	9	5	5
Rs. 10 „ „ Rs. 15	8	9	1	..	18	24	18
Rs. 15 „ „ Rs. 20	24	5	..	..	29	66	12
Rs. 20 „ „ Rs. 25	22	2	1	..	25	117	6
Rs. 25 „ „ Rs. 30	29	1	1	..	31	78	4
Rs. 30 „ „ Rs. 35	47	2	3	..	52	84	4
Rs. 35 „ „ Rs. 45	33	2	5	..	40	60	7
Rs. 45 „ „ Rs. 55	27	..	3	..	30	53	2
Rs. 55 „ „ Rs. 65	9	..	..	..	9	27	..
Rs. 65 and over ..	16	1	1	..	18	52	..
Total ..	219	28*	15	..	262	566	58

Number of Shop Assistants getting wages

Monthly Earnings of Shop Assistants.	Vegetables and Fruits.					Leather	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.
Below Rs. 5	..	..	..	..	..	..	..
Rs. 5 and below Rs. 10	1	2	..	..	3	3	3
Rs. 10 „ „ Rs. 15	1	1	..	..	2	3	..
Rs. 15 „ „ Rs. 20	11	..	..	..	11	10	..
Rs. 20 „ „ Rs. 25	8	..	..	..	8	11	1
Rs. 25 „ „ Rs. 30	4	..	..	..	4	20	..
Rs. 30 „ „ Rs. 35	18	..	..	..	18	16	1
Rs. 35 „ „ Rs. 45	16	..	..	..	16	17	1
Rs. 45 „ „ Rs. 55	5	..	..	..	5	25	..
Rs. 55 „ „ Rs. 65	..	..	..	..	..	13	..
Rs. 65 and over ..	1	..	..	..	1	7	..
Total ..	65	3	..	..	68	125	6

No. VIII—*contd.*

Assistants who are paid on a Monthly *basis.*

shown in Column (1) in the following types of Shops.

and Toddy Shops.			Charcoal and firewood.					Remarks.
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	
..	..	..	..	3	..	..	3	*One meal only.
..	..	10	..	9	..	4	13	
4	..	46	8	6	1	2	17	†In five cases one meal only.
8	..	86	40	1	1	6	48	
1	..	124	8	..	..	7	15	
1	..	83	10	..	..	2	12	
3	..	91	4	..	..	..	4	
..	2	69	..	..	..	..	..	
..	..	55	..	..	..	..	..	
..	..	27	..	..	..	..	..	
..	..	52	..	..	..	..	..	
17†	2	643	70	19	2	21	112	

shown in Column (1) in the following types of Shops.

Goods.			Gold and Silverware.					Remarks.
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	
..	..	..	..	..	..	..	..	‡One meal only in four cases and one meal and free tea in four other cases.
..	..	6	2	1	..	..	3	
1	..	4	1	..	..	..	1	
1	..	11	11	2	..	..	13	
1	2	15	15	1	..	..	16	
..	..	20	25	5	..	..	30	
2	..	19	19	3	..	..	22	
3	2	23	20	1	..	..	21	
4	2	31	14	1	..	..	15	
..	..	13	8	..	..	..	8	
..	..	7	16	..	..	..	16	
12‡	6	149	131	14	..	..	145	

TABLE

Frequency Table showing the Earnings of Shop

Monthly Earnings of Shop Assistants.	Number of Shop Assistants getting wages shown						
	Cycle, Motor spare parts, Electricware, etc.					Books	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.
Below Rs. 5	..	..	..	..	..	..	..
Rs. 5 and below Rs. 10	2	1	..	..	3	1	..
„ 10 „ „ „ 15	11	2	..	..	13	4	..
„ 15 „ „ „ 20	17	1	..	..	18	14	..
„ 20 „ „ „ 25	23	..	1	1	25	18	1
„ 25 „ „ „ 30	28	..	1	1	30	19	2
„ 30 „ „ „ 35	27	..	..	..	27	9	..
„ 35 „ „ „ 45	36	..	..	..	36	19	..
„ 45 „ „ „ 55	26	..	1 (B)	..	27	14	..
„ 55 „ „ „ 65	9	..	..	1	10	5	1
Rs. 65 and over ..	40	..	1 (B)	..	41	8	..
Total ..	219	4	4	3	230	111	4

Monthly Earnings of Shop Assistants.	Number of Shop Assistants getting wages shown				
	Chemicals.				
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.
Below Rs. 5	1	..	..	..	1
Rs. 5 and below Rs. 10	1	..	..	3	4
„ 10 „ „ „ 15	9	..	..	1	10
„ 15 „ „ „ 20	12	..	..	1	13
„ 20 „ „ „ 25	21	..	..	..	21
„ 25 „ „ „ 30	18	..	..	..	18
„ 30 „ „ „ 35	28	..	..	..	28
„ 35 „ „ „ 45	31	1	..	..	32
„ 45 „ „ „ 55	30	1	..	..	31
„ 55 „ „ „ 65	16	1	1(B)	..	18
Rs. 65 and over ..	34	..	..	..	34
Total ..	201	3	1(B)	5	210

No. VIII—*contd.*

Assistants who are paid on a Monthly *basis.*

in Column (1) in the following types of Shops.

and Stationery.			Laundries.					Remarks.
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	
..	..	..	..	..	..	..	..	(A) This includes one part-time worker. (B) One meal only.
..	..	1	3(A)	..	..	1	4	
..	..	4	7	1	..	..	8	
..	..	14	8	3	..	..	11	
1(B)	..	20	7	..	..	..	7	
..	..	21	14	1	..	1	16	
..	..	9	21	..	..	..	21	
..	..	19	29	1	..	..	30	
..	..	14	33	..	..	1	34	
..	..	6	8	..	..	..	8	
..	..	8	4	..	..	..	4	
1	..	116	134	6	..	3	143	

in Column (1) in the following types of Shops.

Miscellaneous.					All Shops.	Percentage to total.	Remarks.
Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.			
3(A)	3	..	..	6	171	2·10	(A) Includes 2 cases of part-time assistants.
17	22	1	..	40	930	11·40	
50	22	1	..	73	966	11·84	
90	19	2	..	111	1,198	14·69	
90	16	3	2	111	979	12·00	
82	11	2	..	95	857	10·51	
141	8	3	1	153	865	10·61	
141	2	..	..	143	880	10·79	
68	..	1	..	69	598	7·33	
47	..	..	..	47	290	3·56	(B) One meal only.
88	..	..	..	88	422	5·17	
817	103	13	3	936	8,156	100·00	

TABLE

Frequency Table showing the Earnings of Shop

Daily Earnings of Shop Assistants.	Number of Shop Assistants getting wages shown						
	Grocery and Provisions.					Cloth	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.
Below As. 8 ..	1	..	..	..	1	3	..
As. 8 and below As. 12	2	..	..	..	2	4	..
As. 12 „ „ Re. 1	6	..	..	..	6	..	..
Re. 1 „ „ Rs. 1¼	5	..	..	..	5	25	..
Rs. 1¼ „ „ Rs. 1½	..	..	..	..	..	14	..
Rs. 1½ „ „ Rs. 1¾	3	..	..	..	3	21	..
Rs. 1¾ „ „ Rs. 2	..	..	..	..	..	6	..
Rs. 2 and over ..	2	..	..	..	2	5	..
Total ..	19	..	..	..	19	78	..

Daily Earnings of Shop Assistants.	Number of Shop Assistants getting wages shown						
	Bidi and Pansupari.					Milk	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.
Below As. 8 ..	23	..	..	..	23	..	..
As. 8 and below As. 12	78	1	1	..	80	..	..
As. 12 „ „ Re. 1	62	..	..	..	62	5	..
Re. 1 „ „ Rs. 1¼	31	..	..	..	31	1	..
Rs. 1¼ „ „ Rs. 1½	10	..	..	..	10	..	..
Rs. 1½ „ „ Rs. 1¾	6	..	..	..	6	..	..
Rs. 1¾ „ „ Rs. 2	1	..	..	..	1	..	..
Rs. 2 and over ..	..	..	..	..	..	..	..
Total ..	211	1	1	..	213	6	..

No. IX.

Assistants who are paid on a Daily *basis.*

in Column (1) in the following types of Shops.

and C othing.			Restaurants.				
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.
..	..	3	1	11	4	..	16
..	..	4	1	17	3	..	21
..	..	..	3	8	5	..	16
..	..	25	..	6	2	..	8
..	..	14	..	..	..	..	..
..	..	21	..	..	..	..	..
..	..	6	..	..	..	..	..
..	..	5	..	..	..	..	..
..	..	78	5	42	14	..	61

in Column (1) in the following types of Shops.

and Sweetmeats.			Tailoring.				
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.
..	..	..	2	1	..	..	3
..	..	..	9	..	..	..	9
..	..	5	8	..	..	..	8
..	..	1	12	..	..	..	12
..	..	..	11	..	..	..	11
..	..	..	8	..	..	..	8
..	..	..	3	..	..	..	3
..	..	..	7	..	..	..	7
..	..	6	60	1	..	..	61

TABLE

Frequency Table showing the Earnings of Shop

Daily Earnings of Shop Assistants.	Number of Shop Assistants getting wages						
	Metals and Hardware.					Liquor and	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.
Below As. 8 ..	..	..	..	..	..	3	..
As. 8 and below As. 12	..	..	..	..	..	..	..
As. 12 „ „ Re. 1	1	1	..	..	2	..	..
Re. 1 „ „ Rs. 1¼	1	2	..	..	3	..	..
Rs. 1¼ „ „ Rs. 1½	1	1	..	..	2	..	..
Rs. 1½ „ „ Rs. 1¾	..	..	..	..	..	..	..
Rs. 1¾ „ „ Rs. 2	..	..	..	..	..	..	..
Rs. 2 and over ..	..	1	..	..	1	..	..
Total ..	3	5	..	..	8	3	..

Daily Earnings of Shop Assistants.	Number of Shop Assistants getting wages						
	Vegetables and Fruit.					Leather	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.
Below As. 8 ..	1	..	..	..	1	..	..
As. 8 and below As.12	11	..	..	..	11	3	..
As. 12 „ „ Re. 1	15	..	..	..	15	4	..
Re. 1 „ „ Rs. 1¼	7	..	..	..	7	3	..
Rs. 1¼ „ „ Rs. 1½	..	..	..	..	..	1	..
Rs. 1½ „ „ Rs. 1¾	1	..	..	..	1	3	..
Rs. 1¾ „ „ Rs. 2	..	..	..	..	..	..	..
Rs. 2 and over ..	..	..	..	..	..	4	..
Total ..	35	..	..	..	35	18	..

No. IX—*contd.*

Assistants who are paid on a Daily *basis.*

shown in Column (1) in the following types of Shops.

Teddy Shops.			Charcoal and Firewood.				
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.
..	..	3	3	..	..	..	3
1	..	1	10	..	..	4	14
..	..	..	10	2	..	1	13
..	..	..	10	..	1	..	11
..	..	..	2	..	..	..	2
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
1	..	4	35	2	1	5	43

shown in Column (1) in the following types of Shops.

Goods.			Gold and Silverware.				
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.
..	..	..	1	..	..	..	1
..	..	3	..	..	..	..	..
1(B)	..	5	..	..	..	..	..
..	..	3	..	..	..	..	..
..	..	1	..	..	..	..	..
..	..	3	1	..	..	..	1
..	..	..	..	..	..	..	..
..	..	4	1	..	..	..	1
1(B)	..	19	3	..	..	..	3

(B) One meal only.

TABLE

Frequency Table showing the Earnings of Shop

Daily Earnings of Shop Assistants.	Number of Shop Assistants getting wages						
	Cycle, Motor Spare Parts, Electric ware.					Books and	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.
Below As. 8 ..	..	..	..	..	..	..	..
As. 8 and below As. 12	..	..	..	..	..	..	..
As. 12 „ „ Re. 1	..	..	..	..	..	1	..
Re. 1 „ „ Rs. 1¼	..	..	..	..	..	..	..
Rs. 1¼ „ „ Rs. 1½	..	..	..	..	..	..	..
Rs. 1½ „ „ Rs. 1¾	..	..	..	..	..	1	..
Rs. 1¾ „ „ Rs. 2	..	..	..	..	..	1	..
Rs. 2 and over ..	1	..	..	..	1	1	..
Total ..	1	..	..	..	1	4	..

Daily Earnings of Shop Assistants.	Number of Shop Assistants getting wages					
	Chemicals and Drugs.					
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.
Below As. 8 ..	..	..	..	..	..	19
As. 8 and below As. 12 ..	2	..	..	..	2	20
As. 12 „ „ Re. 1 ..	..	..	..	..	..	23
Re. 1 „ „ Rs. 1¼ ..	..	..	..	..	..	15
Rs. 1¼ „ „ Rs. 1½ ..	..	..	..	..	..	9
Rs. 1½ „ „ Rs. 1¾ ..	..	..	..	..	..	13
Rs. 1¾ „ „ Rs. 2 ..	..	..	..	..	..	14
Rs. 2 and over ..	..	..	..	..	..	19
Total ..	2	..	..	..	2	132

No. IX—*contd.*

Assistants who are paid on a Daily *basis.*

shown in Column (1) in the following types of Shops.

Stationery.				Laundries.			
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	1	3	..	..	..	3
..	..	..	2	..	..	..	2
..	..	..	3	..	..	..	3
..	..	1	3	..	..	..	3
..	..	1	..	..	..	..	..
..	..	1	..	..	..	..	..
..	..	4	11	..	..	..	11

shown in Column (1) in the following types of Shops.

Miscellaneous.				All Shops.	Percentage to Total.
Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.		
3	....	2	24	78	10·90
1	1	....	22	169	23·64
1	....	3	27	163	22·80
....	1	2	18	126	17·62
....	1	....	10	53	7·41
....	....	....	13	60	8·39
....	....	....	14	25	3·50
....	....	....	19	41	5·74
5	3	7	147	715	100·00

TABLE

Frequency Table showing the Earnings of

Yearly Earnings of Shop Assistants.	Number of Shop Assistants getting wages shown						
	Grocery and Provision.					Cloth and	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.
Below Rs. 50 ..	..	3	..	..	3	..	..
Rs. 50 and below Rs. 75	..	11	..	..	11	..	..
,, 75 ,, ,, ,, 100	..	17	..	..	17	..	1
,, 100 ,, ,, ,, 125	..	31	..	..	31	..	..
,, 125 ,, ,, ,, 150	..	28	..	..	28	..	..
,, 150 ,, ,, ,, 175	..	57	..	..	57	..	6
,, 175 ,, ,, ,, 200	..	9	..	..	9	..	3
,, 200 ,, ,, ,, 225	..	77	..	..	77	..	5
,, 225 ,, ,, ,, 250	..	15	..	..	15	..	1
,, 250 ,, ,, ,, 275	2	57	..	..	59	..	4
,, 275 ,, ,, ,, 300	..	..	..	..	..	..	..
,, 300 ,, ,, ,, 325	..	49	..	..	49	..	4
,, 325 ,, ,, ,, 350	..	2	..	..	2	..	..
,, 350 ,, ,, ,, 375	..	9	..	..	9	..	2
,, 375 and over ..	..	4	..	..	4	..	1
Total ..	2	369	..	..	371	..	27

Yearly Earnings of Shop Assistants.	Bidis and Pansupari.					Milk and	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.
Below Rs. 50 ..	..	..	..	..	..	..	..
Rs. 50 and below Rs. 75	..	..	..	..	..	..	..
,, 75 ,, ,, ,, 100	..	..	..	..	..	..	..
,, 100 ,, ,, ,, 125	..	..	..	..	..	..	..
,, 125 ,, ,, ,, 150	..	..	..	..	..	..	1
,, 150 ,, ,, ,, 175	..		..	..	4	..	1
,, 175 ,, ,, ,, 200	..	..	..	..	..	..	2
,, 200 ,, ,, ,, 225	2	..	..	..	2	..	..
,, 225 ,, ,, ,, 250	..	..	..	..	..	..	..
,, 250 ,, ,, ,, 275	..	..	..	..	..	..	..
,, 275 ,, ,, ,, 300	..	..	..	..	..	..	..
,, 300 ,, ,, ,, 325	..	..	..	..	..	..	1
,, 325 ,, ,, ,, 350	..	..	..	..	..	..	..
,, 350 ,, ,, ,, 375	..	..	..	..	..	..	..
,, 375 and over ..	..	..	..	..	..	..	..
Total ..	2	4	..	..	6	..	5

No. X.

Shop Assistants who are paid on a Yearly *basis.*

in Column (1) in the following types of Shops,

Clothing.			Restaurants.				
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	1	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	1	..	..	1
..	..	6	..	..	..	..	..
..	..	3	..	..	..	..	..
..	..	5	..	..	..	..	..
..	..	1	..	..	..	..	..
..	..	4	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	4	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	2	..	..	..	..	..
..	..	1	..	..	..	..	..
..	..	27	..	1	..	..	1

Sweetmeats.			Metals and Hardware.				
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	6	..	..	6
..	..	1	..	3	..	..	3
..	..	1	..	8	..	..	8
..	..	2	..	4	..	..	4
..	..	..	..	7	..	..	7
..	..	..	..	..	..	..	..
..	..	..	..	5	..	..	5
..	..	..	..	..	..	..	..
..	..	1	..	2	..	..	2
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	5	..	35	..	..	35

TABLE

Frequency Table showing the Earnings of

Yearly Earnings of Shop Assistants.	Number of Shop Assistants getting wages shown in						
	Vegetables and Fruit.					Gold and	
	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.
Below Rs. 50	..	..	..	..	..	..	2
Rs. 50 and below Rs. 75	..	..	..	..	..	..	..
„ 75 „ „ „ 100	..	..	..	..	..	..	1
„ 100 „ „ „ 125	..	1	..	..	1	..	..
„ 125 „ „ „ 150	..	1	..	..	1	..	..
„ 150 „ „ „ 175	..	..	..	..	..	..	2
„ 175 „ „ „ 200	..	..	..	..	..	..	2
„ 200 „ „ „ 225	..	..	..	..	..	1	2
„ 225 „ „ „ 250	..	..	..	..	..	..	..
„ 250 „ „ „ 275	..	..	..	..	..	..	1
„ 275 „ „ „ 300	..	..	..	..	..	..	..
„ 300 „ „ „ 325	..	..	..	..	..	..	..
„ 325 „ „ „ 350	..	..	..	..	..	..	..
„ 350 „ „ „ 375	..	..	..	..	..	..	..
„ 375 and over ..	..	..	..	..	..	..	..
Total ..	..	2	..	..	2	1	10

No. X—*contd.*

Shop Assistants who are paid on a Yearly *basis*

Column (1) in the following types of Shops.

Silver ware.			Miscellaneous.						
Wages and Boarding.	Wages and Lodging.	Total.	Wages only.	Wages, Boarding and Lodging.	Wages and Boarding.	Wages and Lodging.	Total.	All Shops.	Per centage to total.
..	..	2	..	..	..	..	..	5	·98
..	..	..	..	..	..	..	..	11	2·15
..	..	1	..	1	..	..	1	20	3·91
..	..	..	..	9	..	..	9	47	9·18
..	..	..	..	5	..	..	5	39	7·61
..	..	2	..	12	..	..	12	90	17·57
..	..	2	..	2	..	..	2	22	4·30
..	..	3	..	10	..	..	10	104	20·31
..	..	..	..	1	..	..	1	17	3·32
..	..	1	..	8	..	..	8	77	15·04
..	..	..	..	..	..	..	..	..	..
..	..	..	1	3	..	..	4	60	11·72
..	..	..	..	..	..	..	..	2	·39
..	..	..	..	1	..	..	1	12	2·34
..	..	..	1	..	..	..	1	6	1·18
..	..	11	2	52	..	..	54	512	100·00

TABLE XI.

Table showing the average monthly earnings of certain industrial workers in Bombay City.

Cotton Mill Industry (1).		Engineering Industry (2).		Printing Industry (3).		Unregulated Factories (4).	
Occupation.	Average monthly earnings.	Occupation.	Average monthly earnings.	Occupation.	Average monthly earnings.	Occupation.	Average monthly earnings.
	Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.
						Motor Repairing etc.	
Doffers—Men ..	14 12 1	Oilmen ..	27 4 7	Ballers ..	21 2 4	Fitters ..	35 14 2
Single side siders—Men ..	18 14 0	Ordinary Moulders ..	29 2 2	Proof Readers ..	62 9 7	Turners ..	44 3 0
Tarwallas ..	18 1 9	Rivet Heaters and Holders ..	21 2 1	Copy Holders ..	30 6 5	Carpenters ..	46 2 8
Reelers—Women ..	14 10 8	Hammermen and Strikers ..	27 12 0	Hand Pressmen ..	26 1 1	Painters ..	25 9 1
Grey winders—Women.	14 9 7	Ordinary Fitters ..	35 12 10	Paging men ..	27 8 6	Polishers ..	29 4 6
Two-loom Weavers ..	33 1 1	Ordinary Carpenters ..	31 5 6	Binders ..	30 0 1	*Printing Press.*	
Folders ..	20 0 0	Ordinary Motor Mechanics ..	27 8 1	Wire and hand Stitchers ..	23 13 10		
Ticket Boys ..	28 0 10	Motor Cleaners ..	25 13 11			Compositors ..	37 5 9
Coolies—Men ..	18 13 5	Metal Polishers ..	22 4 1			Pressmen ..	34 8 2
,, Women ..	13 7 2	Ordinary Painters ..	32 4 3			Cooly—Motor Repairing.	16 14 9
		Call Boys ..	18 8 5			,, Metal Foundries.	16 8 0
		Ordinary Tailors ..	38 7 1			,, Metal Works ..	16 7 2
		Packers, Wrappers and Labellers—Men ..	21 2 5			*Furniture Manufacturing.*	
		Do. Women	16 0 5				
		Mechanics' Assistants ..	23 9 3			Carpenters—Boys ..	19 15 0
		Warehouse man ..	27 15 7			Polishers—Boys ..	10 0 0

(1) Figures relate to October 1934 [Provisional].
(2) ,, ,, May 1934.
(3) Figures relate to May 1934.
(4) ,, ,, ,, ,, 1935.

TABLE No. XII

TABLE

Working conditions of Shop

Type of concern.	Estimated total number of shops.	Estimated total number of shop assistants.	Estimated total number of boys below 12 years of age.	Opening hour.	Closing hour.
				A. M.	P. M.
Eating houses and restaurants.	2,000	6,000	1,500	4–30 to 6	9 to 2–30 a.m.
Foodgrains	400	500	*Nil.*	8 to 8–30	7 to 7–30
Grocery	500	500	50	7–30 to 8–30	8–30 to 9–30
Vegetables	200	100	*Nil.*	6 to 7	9 to 9–30
Meat	100	50	*Nil.*	5 to 7	8 to 9
Clothing	800	4,000	100	8–30 to 9	8 to 10–30
Footwear	200	100	50	8	10 to 11
Headwear and Hosiery ..	30	125	*Nil.*	8–30 to 9	10
Brass and copper vessels ..	80	150	*Nil.*	9	8
Hardware	50	300	*Nil.*	8	8
Glass and Crockery ..	30	75	*Nil.*	8–30 to 9	8 to 9
Haircutting Saloons ..	300	700	50	6 to 6–30	9 to 11
Chemists and Druggists ..	30	250	*Nil.*	8 to 8–30	10 to 10–30
Panbidi	1,300	1,000	100	5 to 6	10 to 1 a.m.
Stationery	40	150	*Nil.*	8 to 10	7 to 8–30
Gold and Silver Jewellery ..	150	250	*Nil.*	8 to 9	8 to 8–30
Liquor	25	75	*Nil.*	10–15	9–15
Cutlery, Trunks and Umbrellas	50	100	*Nil.*	8 to 9	10 to 11
Cycles	10	50	*Nil.*	8–30	7–30
Motor accessories	30	75	*Nil.*	8–30 to 9	7 to 8–30
Building timber	50	250	*Nil.*	8 to 9	7 to 8

No. XII.

Assistants in Ahmedabad.

Total number of hours of work daily.	Intervals.	Number of days in the year shop remains closed.	Range of monthly wages.	Remarks.
Hours.	Hours.	Days.	Rs.	
12–16	1–2	*Nil.*	3–12	Minimum Re. 1. Maximum Rs. 50. Free boarding and lodging.
9–10	1½–2	25–35	5–30	Minimum Rs. 2.
10–11	1½–2	*Nil.*	15–25	Minimum Rs. 10. Maximum Rs. 40.
14–15	1	15	8 as. to 12 as. per day.	Two as. more for breakfast.
5–12	No special recess but plenty of leisure.	*Nil.*	6 as. to Re. 1 per day.	These workers are daily paid.
9–11	1–2	30–40	20–50	Minimum Rs. 4. Maximum Rs. 200.
12–13	1–1½	5	10–45	
10–11	2½–3	4	10–40	
9–10	1–2	50	15–35	
9–10	2	8–10	15–50	Minimum Rs. 10. Maximum Rs. 75.
10	1½–2	6–10	15–30	Minimum Rs. 10. Maximum Rs. 50.
14–16	½–1	*Nil.*	15–35	Boys start on Rs. 10 only.
10–11	3–4	10–15	15–35	Boys Rs. 10. Maximum Rs. 50.
9–12	1–4	*Nil.*	10–20	Get Bakshis from customers.
8–10	2–2½	20	20–45	
10–11	1½–2	15–20	15–40	Minimum Rs. 8. Maximum Rs. 100. Paid tea allowance of 1 to 2 as.
9½	1½	3½	15–50	Where sales are heavy salesmen get up to Rs. 100.
13–14	½ to 1½	*Nil.*	20–60	Opened in the afternoon on Bakri and Ramzan Ids also.
10	1	3	20–60	Maximum Rs. 100.
9½ to 10½	1–2½	30	Not collected.	Half holiday on Sunday.
9–10	1–2	30	15–60	Expert salesmen go up to Rs. 100.

TABLE

Table showing the conditions of work and

Type of Shop.	Opening Hour.	Closing Hour.	Rest Interval.
Clothing	7 to 8 a.m. ..	9 p.m. ..	....
Tailoring	7 to 8 a.m. ..	9 p.m. ..	2 hours ..
Florists	7 a.m. ..	9–30 p.m. ..	2 hours ..
Stationery	8 a.m. ..	9 p.m. ..	2 to 3 hours ..
Cycles	8 a.m. ..	9 p.m. ..	1 to 2 hours ..
Restaurants	5 a.m. ..	Usually 1 a.m.	2 to 3 hours ..
Grain	7–30 to 8 a.m.	8 p.m. ..	1 to 2 hours ..
Gold and Silverware	7–30 a.m. ..	9 p.m. ..	1 to 2 hours ..
Ganja, bhang, opium	6-30 a.m. ..	8–30 p.m. ..	2 hours ..
Brass and Copper metalware ..	8–30 a.m. ..	8–30 p.m. ..	2 hours ..
Pan and Bidi ..	7 a.m. ..	Usually 9–30 p.m. (after 1 a.m. in the case of pure panpatti shops near theatres).	1 to 1½ hours.

No. XIII.

wages in retail shops in Poona City.

Wages.	Holidays.	Leave.
Rs. 10 to Rs. 50 monthly for assistants; Rs. 1,200 yearly for munims and salesmen.	Half day on *Amavasya.*	15 days to one month with pay; sick leave 4 to 5 days.
At half the rates charged to customers, i.e. about annas 8 to Rs. 1-12-0 per day for piece workers. Rs. 18 to Rs. 50 for those on monthly basis.	*Amavasya* day in Hindu shops.	....
Annas 9 to 12 for men and from annas 2 upwards for boys per day. Extra wages for over-time.	*Nil* ..	....
Rs. 10 to Rs. 40 monthly ..	....	15 days with pay.
Rs. 8 to Rs. 40 monthly ..	....	2 weeks in a year with pay.
Rs. 2 to 8 monthly for waiters. Rs. 10 to Rs. 30 for workers in the kitchen (*plus* free board and lodging for all assistants).	....	Leave without pay.
Rs. 6 to Rs. 45 monthly ..	*Nil* ..	Sick leave with pay up to five days; also leave without pay.
Rs. 10 to Rs. 30 monthly in the case of communities other than Jains and Marwaris; yearly in case of latter with free board and lodging.	Half day on *Amavasya* days.	Leave with pay for one month for old hands *plus* sick leave with pay up to one week.
Rs. 25 to Rs. 30 per month ..	*Nil* ..	Leave with pay for one month.
Rs. 12 to Rs. 40 monthly ..	Closed on *Amavasya* days and 8 festival days.	Leave with pay for ten days *plus* sick leave with pay for five days.
Rs. 2 with free meals to Rs. 6 without meals per month.	*Nil* ..	*Nil.*

TABLE

Table showing the conditions of

Type of shop.	Busy time.	Assistants' age.
Clothing	8–30 a.m. to 12 noon; 3 to 8 p.m.	Generally above 18 ..
Tailoring	....	Generally above 16 ..
Florists	7–30 to 9–30 a.m.; 4–30 to 7–30 p.m.	Adult males and boys.
Stationery	4 to 9 p.m. ..	....
Cycles	....	12 years and above ..
Restaurants	....	From 9 upwards ..
Grain	....	Generally above 15 ..
Gold and Silverware	....	Above 15 ..
Ganja, Bhang, Opium	....	....
Brass and Copper Metal ware ..	....	....
Pan and bidi	9 to 11 a.m. 4 to 11 p.m.	Below 18 in pure panpatti shops.

No. XIII—*contd.*

work and wages in retail shops in Poona City—(contd.)

Busy season.	Period of wage payment.	Remarks.
May, June, July, November (marriages season).	Monthly—for assistants. Yearly—for Gumastas and salesmen.	
....	Daily, weekly or monthly.	Festival bonus and loans without interest to older employees.
March, April, May and June.	Daily (monthly in some cases).	
June ..	....	Advances granted.
....	Monthly.	
....	Monthly	Two shifts, employees have to work for 10 to 14 hours loans without interest and advances granted.
First ten days of a month.	Monthly.	
May, June and July ..	Yearly in case of Jain Marwari owners. Monthly in the case of other communities.	Rs. 5 to Rs. 25 as festival bonus. Generally the relatives of the owners are employed in the shops.
....	Monthly.	
April, May, November and December.	Monthly.	
....	Month ..	Free tea once a day.

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